

White House Initiative on Asian Americans & Pacific Islanders

U.S. Environmental Protection Agency

**Implementation Plan for
Asian American & Pacific Islander Activities**

Fiscal Years 2002 and 2003

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EXECUTIVE SUMMARY

The U.S. Environmental Protection Agency (EPA) is responsible for protecting human health and safeguarding the natural environment – air, water, and land – upon which life depends. The Agency's programs and services educate the public on environmental factors that impact human health and ecosystems, and assure compliance with federal environmental requirements. Whenever possible, EPA seeks to partner with communities, businesses, state and local government, and other stakeholders so that they can make informed decisions about issues that may affect their local environment, health and livelihood.

EPA is working to implement the goals of Executive Order 13125, to increase opportunities and improve the quality of life of Asian Americans and Pacific Islanders (AAPIs). The Agency's Implementation Plan outlines a broad range of objectives and strategies, to be implemented both nationally and regionally, to address the public health and environmental needs of AAPIs.

EPA's overarching, long-term strategy is to promote opportunities for community partnership, economic development, education, and employment. The Agency's approach to responding to the needs of AAPIs reflects lessons learned from ongoing dialogues with AAPI communities across the country. Using this approach, the Agency is committed to working with AAPI communities to identify and address their specific environmental and public health-related concerns.

The following list highlights some of EPA's activities that support the strategic goals of the White House Initiative on AAPIs.

Strategic Goal 1: Institutionalize EPA's implementation of the WH Initiative on Asian American & Pacific Islanders (AAPIs)

- ▶ Develop an agency-wide communications strategy to reach out to AAPI communities
- ▶ Continue tracking racial/ethnic data in grants and contracts management information systems
- ▶ Identify AAPI liaisons in program and regional offices to assist in the implementation of AAPI activities

Strategic Goal 2: Improve data collection, analysis and dissemination for AAPIs

- ▶ Work with other federal agencies to address pesticide and food consumption issues that may adversely impact AAPIs
- ▶ Continue to focus research in regions with significantly concentrated AAPI populations
- ▶ Issue guidance to states on improving communication to AAPI subsistence fishers on the risks of eating contaminated fish
- ▶ Work with AAPI community groups and state/local government to conduct

multi-media outreach

Strategic Goal 3: Ensure access, especially linguistic access and cultural competence, for AAPIs

- ▶ Finalize EPA's Translations & Interpretations Protocol
- ▶ Ensure Title VI guidance to recipients of federal funds includes methods to improve access to programs and services by persons with limited English proficiency
- ▶ Provide AAPI communities with environmental outreach materials translated in Asian languages, as needed

Strategic Goal 4: Protect civil rights and equal opportunity for AAPIs

- ▶ Increase outreach to prospective AAPI applicants for employment and internships
- ▶ Promote economic opportunities with AAPI business enterprises
- ▶ Support EPA's AAPI Special Emphasis Program

Strategic Goal 5: Strengthen and sustain AAPI community capacity

- ▶ Develop a voluntary partnership with the nail care industry to help small businesses reduce the risk of chemical exposure to workers, communities, and the environment
- ▶ Encourage AAPIs to participate in Federal Advisory Committees
- ▶ Partner with AAPI communities to remove obstacles to the revitalization of Brownfields sites/properties

Strategic Goal 6: Recognize and include Native Hawaiians and other Pacific Islanders in federal programs and services

- ▶ Promote public awareness of EPA's resources in Hawaii and the Pacific Islands
- ▶ Establish eligibility criteria to ensure the inclusion of Native Hawaiian serving institutions in educational programs for minority institutions
- ▶ Continue to manage EPA's environmental activities in the Pacific Insular areas -- the US flag areas of American Samoa, the Commonwealth of the Northern Mariana Islands, Guam, as well as the freely associated states of the Republic of the Marshall Islands, the Federated States of Micronesia, and the Republic of Palau

U.S. ENVIRONMENTAL PROTECTION AGENCY

White House Initiative on Asian Americans and Pacific Islanders

FISCAL YEAR 2002 IMPLEMENTATION PLAN

Note: All budget estimates (under the Funding/Activity Type column) are subject to approval of the EPA's FY02 budget.

STRATEGIC GOAL #1: Institutionalize EPA's implementation of the White House Initiative on Asian Americans & Pacific Islanders

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
1. Develop an agency-wide Communications strategy to reach out to AAPI communities	a1. Develop and publish the National AAPI Outreach Strategy	October 2001	AAPI Outreach Strategy is used effectively by EPA program and regional offices	\$8,000 A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input checked="" type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of HR and Organizational Services Marla Hendriksson (202) 564-1897
	a2. Disseminate the AAPI Outreach Strategy (guidance) internally to EPA managers	October 2001			
	a3. Disseminate the AAPI Outreach Strategy to all external stakeholders	October 2001			
	b. Maintain a resource list of AAPI contacts	Ongoing			
	c. Send periodic update all program office and regional contacts in EPA on news and activities related to this Initiative	Ongoing			

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
2. Continue tracking racial/ethnic data in grant and contracts management information systems	<p>a. Include AAPI and other minority data in the Integrated Grants Management System</p> <p>b. Include AAPI and other minority data in the Integrated Contracts Management System</p>	Ongoing	AAPI and other minority data tracked in grants and contracts database	<p>\$ TBD</p> <p>A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/></p> <p>B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/></p>	<p>Office of Grants and Debarment Marty Monell, Director (202) 564-5295</p> <p>Office of Acquisition Management Judy Davis, Director (202) 564-4310</p>
3. Maintain an AAPI website to serve as an information clearinghouse for AAPIs and an outlet for continuous feedback on EPA's strategies and activities related to AAPIs	<p>a. Update the Internet website periodically</p> <p>b. Update the Intranet website periodically</p>	<p>a. September 2002</p> <p>b. September 2002</p>	Websites updated and comply with EPA guidelines	<p>\$ TBD</p> <p>A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/></p> <p>B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/></p>	Office of HR and Organizational Services Marla Hendriksson (202) 564-1897
4. Increase existing outreach strategies to recruit Asian Americans and Pacific Islanders (AAPIs) as members to OCEM-managed advisory committees	<p>a. By the end of fiscal year 2002, the Office of Cooperative Environmental Management (OCEM) will create and/or utilize existing state-of-the-art outreach tools to recruit for diverse groups of potential federal advisory committee members, including Asian Americans and Pacific Islanders</p> <p>b. Actively market the AAPI Resource Directory within EPA</p>	<p>a. December 2001</p> <p>b. Ongoing</p>	OCEM will increase its FY-01 baseline for AAPI membership	<p>\$5,000</p> <p>A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/></p> <p>B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/></p>	<p>Office of Cooperative Environmental Mgt. Mark Joyce (202) 564-9741</p> <p>Office of Enforcement and Compliance Assurance, Office of Environmental Justice Marva King (202) 564-2599</p>

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
5. Identify lead for AAPI liaison activities	Assign AAPI liaison duties to Office of Communications Liaison Staff	November 2001	Public Liaison Officer identified	\$ TBD A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/>	Office of Communication Joe Sierra (202) 564-7849
6. Identify staff and resources for AAPI initiative activities	Identify SEPM for AAPI to focus on implementing AAPI initiative activities	September 2002	FTE identified & support for the Agency's National AAPI Heritage Month Celebration	\$0 A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/>	Office of Int'l Activities Nigel Simon (202) 564-6629
7. Keep vigilant about activities/issues that may adversely affect AAPIs according to the White House Initiative on AAPIs	a. Monitor reports, program office activities, communications, etc. to identify any activities/issues that may adversely affect AAPIs b. Notify management of activities/issues	Ongoing	# of activities/issues identified	\$ TBD A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/>	Office of Prevention, Pesticides & Toxic Substances (OPPTS) Terri Stowe (OPP) (703) 305-6117; Anne Kim (OPPT) (202) 564-7631; and Inza Graves (OSCP) (202) 260-6900
8. Identify program staff support for AAPI Initiative activities	Contact each Division to get assigned to support this initiative	December 2001	Additional staff identified	\$ TBD A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/>	Region 2 Office of Policy and Management Dana Williams (212) 637-3531
9. Obtain regional management's support and commitment to WHI-AAPI goals	a. Brief senior managers collectively on WHI-AAPI and its recommendations b. Develop pilot outreach or community partnership projects with appropriate division	a. November 2001 b. January 2002	a. Briefing completed b. Begin 2 pilot projects	\$2,000 A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input checked="" type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 3 Cyndy Yu Robinson Cynthia Burrows

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
10. Select new Asian Pacific Program Manager to oversee EPA's implementation of this initiative	a. Prepare and distribute vacancy announcement to recruit a collateral duty AAPI Manager b. By July 2002, identify additional staff needed to support AAPI activities	a. November 2001 b. July 2002	a. Selection of New Manager b. Additional resources identified	\$ TBD A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input checked="" type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 4 Office of Civil Rights Michael V. Peyton or Freda Lockhart (404) 562-9738
11. Promote the diversity cultural awareness in the Region 5 workforce	Support R5's observance of Asian Pacific American Heritage Month (May 2002), and other cultural activities all year	September 2002	Special Emphasis Program manager to promote diversity in all Regional workforce arenas (as the resource permit)	\$2,500 A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 5 Office of Civil Rights Howard Pham (312) 353-2310
12. Maintain a vertical partnership between federal, state, and local agencies to discuss/resolve identified issues that effect AAPI communities	a. Have a monthly conference call to discuss progress and issues/obstacles b. Meet AAPI partners and communities at a minimum once a year to continue the dialogue c. Establish more working groups, if needed, and identify leader/partners and their responsibilities	Ongoing	Number of issues/obstacles that effect AAPI communities resolved	\$4,000 A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/>	Region 6 Office of Compliance Assurance & Enforcement Tai-ming Chang, Deputy Director (214) 665-2210
13. Establish a workgroup to coordinate Region 9 activities related to AAPI communities	a. Identify Region 9 staff working on AAPI-related activities b. Create informal workgroup to share information and strategies for working with AAPI communities	a. January 2002 b. March 2002	a. Staff identified b. Initial meeting	\$ 0 A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input checked="" type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 9 Patricia Bowlin (415) 744-1188

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
14. Provide Region 9 support of Agency implementation of White House Initiative on AAPIs	a. Participate in HQ-sponsored activities, e.g. conference calls, outreach activities	a. Ongoing	a. Region 9 participation	\$ 0 A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/>	Region 9 Patricia Bowlin (415) 744-1188
	b. Develop Region 9 AAPI strategy	b. June 2002	b. Plan drafted		

STRATEGIC GOAL #2: Improve data collection, analysis and dissemination for Asian Americans & Pacific Islanders

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
1. Strengthen AAPI community analytical skills and their capacity to assess environmental and health conditions in their communities	<p>a. OEI/OIAA/EAD will provide technical assistance to AAPI organizations who partner with EPA's AAPI program in collecting data, analyzing data, preparing statistical reports and making the data usable and understandable</p> <p>b. OEI/OIAA/EAD will assist in responding to EPA AAPI program requests for demographic, environmental, economic, TRI and other data that are available from EPA and other federal/state government sources (e.g., 2000 Census data of AAPI populations by U.S. counties)</p>	On-going	Responses to EPA/AAPI program requests for technical assistance	\$ TBA A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Environmental Information Environmental Analysis Division Reggie Cheatham, (202) 260-3085
2. Coordinate data collection and provide visualization and mapping via Geographic Information System (GIS) tools to assist the AAPI community to better assess environmental and health conditions in their communities	OEI/OIC/DAB will assist in providing data collection, mapping and visualization to EPA AAPI program requests of their collected demographic, environmental, economic, TRI and other data that are available from EPA and other federal/state government sources	On-going	Complete pilots for data collection for updating annual mapping of appropriate data	\$ TBA A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Environmental Information Data Acquisition Branch Gregory Gwaltney (202) 260-9532

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
3. Scope the possibility of convening a future Federal Interagency Environmental Justice Roundtable on AAPIs to identify environmental and public health-related issues that warrant more research and data collection	a. Establish a dialogue with federal agencies and other stakeholders b1. Convene an interagency and key stakeholders planning meeting b2. Determine next steps	December 2002 December 2002 (Resources permitting)	a. Key players and other stakeholders identified b. Lead agency (or agencies) and possible resource needs and commitments identified	\$ TBD A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Enforcement and Compliance Assurance, Office of Environmental Justice Danny Gogal (202) 564-2597
4. Raise awareness of agency activities and intern opportunities for students	Develop cooperative agreements with a national AAPI organization to conduct outreach activities	September 2002	a. Cooperative Agreement b. Plan for outreach activities developed	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Int'l Activities Nigel Simon (202) 564-6629
5. Work with other EPA offices to assure that the monitoring plan developed for priority Persistent Bioaccumulative Toxicants (PBTs) reflects baselines affecting subsistence fisher populations, including AAPIs	Include AAPIs in subsistence fisher population group definition	September 2002	Inclusion of AAPI subpopulations in definition of subsistence fisher population group	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Pollution Prevention & Toxics (OPPT) Tom Murray (202) 564-8829
6. Reduce priority Persistent Bioaccumulative Toxicant (PBT) exposure of sensitive subpopulations of women and children and subsistence and recreational fishers, including AAPIs with outreach and education (e.g., fish advisories)	Include AAPIs in risk communication outreach efforts of the PBT Initiative	September 2002	a. Increase in the number of fish advisories specifically aimed at AAPI populations	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Pollution Prevention & Toxics (OPPT) Tom Murray (202) 564-8829

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
7. Establish a routine mechanism to receive updated OPPTS AAPIs status reports from OCR and/or OPPTS Human Resources(HR) staff	Work with OCR and OPPTS HR staff to receive routine OPPTS AAPIs status reports	March 2002	Start receiving updated OPPTS AAPIs status reports on a routine basis from OCR and/or OPPTS	\$ TBD A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Prevention, Pesticides & Toxic Substances (OPPTS) Jeff Billingslea (OPP) (703)308-1838; Patricia Keitt (OPPT) (202) 260-5678; and Inza Graves (OSCP) (202) 260-6900
8. Establish an ad hoc working relationship with USDA, FDA and other gov't entities to address pesticide and food consumption issues that may adversely impact AAPIs	<p>a. Form an ad hoc cross-agency working group to address AAPi issues</p> <p>b. Identify key pesticide and food consumption issues that adversely affect AAPIs</p> <p>c. Consider future research and data collection activities with cross-agency cooperation to address AAPi issues (e.g., enhance the USDA food consumption survey; develop an FDA food survey on imported food</p>	<p>a. Ongoing</p> <p>b. Ongoing</p> <p>c. September 2002</p>	<p>a. Ad hoc meetings/ discussions held</p> <p>b. Issues identified and raised to management in key agencies</p> <p>c. Develop plan for future research and data collection activities with cross-agency cooperation and provide adequate funding</p>	\$ TBD A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/>	Office of Prevention, Pesticides & Toxic Substances Contact - TBD
9. Provide routine newsletter containing information of interest to AAPIs	Prepare newsletter containing items of interest to AAPIs	Ongoing	# of AAPIs on newsletter mailing list and feedback from AAPIs	\$0 A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Prevention, Pesticides & Toxic Substances (OPPTS) Terri Stowe (OPP) (703) 305-6117

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
10. Continue to focus research in regions with significantly concentrated AAPI populations	<p>a. Award research grants for integrating coral reef ecosystem integrity and restoration options with watershed-based activities in the tropical pacific islands and the societal costs of poor land-use practices</p> <p>b. Award research grant for development of environmental assessment, mitigation and restoration techniques for coral reefs</p> <p>c. Award Research Grant for Chemical Ecology of Cyanobacterial Blooms on the Tropical Reefs of Guam</p>	October 2002	Research grant awarded to Universities of Guam and Hawaii	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Research and Development Nat'l Center for Environmental Research Paul Palm (202) 564-6811
11. Publish a review of water quality indicators for tropical waters	<p>a. Review draft workshop report</p> <p>b. Publish workshop report on review of indicators</p>	<p>a. January 2002</p> <p>b. June 2002</p>	Final workshop report	\$0 A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Water Office of Science & Technology Tom Armitage (202) 260-0642

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
12. Issue guidance to states, tribes and medical providers on improving communication on risks of eating contaminated fish to AAPI subsistence fishers	a. Publish and distribute national guidance on developing communication strategies designed to reduce risks of consuming contaminated fish unique to AAPI populations	a. December 2002	a. Publish National Guidance Document	\$ 275,000 A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/> (Budget estimated for entire community outreach project)	Office of Water Office of Science & Technology Jeffrey Bigler (202) 260-1305
	b. Distribute outreach materials to the U.S. medical community in multiple languages (including AAPI) about reducing exposure to contaminants in subsistence caught fish	b. September 2002	b. Distribution of materials at a national medical conferences.		
	c. Maintain the <i>National Listing of Fish and Wildlife Advisories</i> which includes information on waters frequented by subsistence populations, including AAPI communities	c. December 2002	c. Maintain accurate listing of all advisories of the U.S.		
	d. Ensure opportunity for AAPI community representatives to participate in the <i>National Forum on Contaminants in Fish</i> to discuss issues related to communicating health risk information unique to AAPI populations	d. June 2002	d. Participation by AAPI community representatives at the Forum.		

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
13. Improve national guidance for water quality criteria by adding available information on AAPI populations	Revise draft Technical Support Document to add available information on fish consumption patterns among various AAPI population groups and provide guidance encouraging states to ensure such groups are adequately protected when water quality criteria are developed	Summer 2002	Technical Support Document published in 2002.	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Water Office of Science & Technology Denis R. Borum (202) 260-8996
14. Conduct outreach to AAPI communities	Coordinate with AAPI community organizations to conduct outreach activities	January 2002	a. Community organizations identified b. Plan for outreach activities identified	\$ TBD A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 2 Office of Policy and Management Dana Williams (212) 637-3531 Office of Civil Rights Richard Ho (212) 637-4372
15. Inventory available environmental health data sets	Contact state and local governments about existing outreach programs, environmental health data sets for AAPIs	Ongoing	Inventory of available data sets	\$ TBD A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 3 Cyndy Yu Robinson (215) 814-5557 Joan Schafer (215) 814-5143 Carol Febbo (215) 814-2076
16. Support AAPI Asthma and Lead Initiative	a. Work with EPA regional Asthma coordinator on asthma education for urban APIs b. Work with City of Philadelphia lead consortium to enhance education efforts on lead amongst AAPIs (Asian language materials already exist and AAPI social workers already on board)	March 2002	Dissemination of Asthma material to AAPI health clinics in Philadelphia, Wilmington, Baltimore, DC, Richmond, Hampton Roads	\$ TBD A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 3 Darice Ellis (215) 814-2024 Joan Schafer (215) 814-5143

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
17. Support Dry Cleaners Initiative	Work with Business Assistance Center on compliance, health, and soil/water quality info relating to dry cleaners	Ongoing	Meetings with Korean Dry Cleaners Association in Philadelphia, DC, and Baltimore	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 3 Dave Byro (215) 814-5563
18. Increase outreach to Asian American communities within Region 4	a. Identify through use of GIS communities in Region 4 with large Asian American populations b. Develop outreach strategy for communicating with this community to identify their needs	September/October 2002	a. GIS maps identifying communities b. Outreach Strategy Plan	\$ TBD A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input checked="" type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 4 Office of Civil Rights Michael V. Peyton or Freda Lockhart (404) 562-9738
19. Establish a working relationship with USDA, FDA, and other government entities to address pesticide and food consumption issues that may adversely impact AAPI communities	a. Form a cross-agency working group to address AAPI issues b. Identify key pesticide and food consumption issues that may adversely affect AAPI communities	September 2002	a. Participated in the EPA/FDA/USDA workgroup in HQ b. Issues identified	\$3,000 A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input checked="" type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 5 Office of Civil Rights Contact - TBD (312) 353-2310
20. Develop a region-wide communication strategy for environmental activities with AAPI communities as stakeholders	a. Identify appropriate regional programs and individuals who need to be involved in this effort. b. Coordinate activities and develop a regional strategy	Summer 2002	a. Have list of appropriate contributors b. Develop communication strategy	\$ TBD A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input checked="" type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 4 Asian Pacific American Special Emphasis Program Contact - TBD (303) 312-6348

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
21. Disseminate information to AAPI partners and communities	<p>a. Establish at least 2 ListServes, one for the AAPI partners and another for the AAPI communities to disseminate information</p> <p>b. Establish at least 1 kiosk at the center of the AAPI community, for example Chinatown, to provide free brochures/pamphlets</p> <p>c. Coordinate information on government agencies to be published in AAPI Yellow Pages</p> <p>d. Establish a linkage of the Houston Federal Executive Board's website to disseminate information on AAPI Initiative</p> <p>e. Host an AAPI community fair to inform the community about the AAPI Initiative, EPA programs and services available for them</p>	<p>a. January 2002</p> <p>b. December 2001</p> <p>c. February 2002</p> <p>d. November 2001</p> <p>e. March 2002</p>	<p>a. Number of ListServes established</p> <p>b. Number of kiosks established</p> <p>c. # of AAPI Yellow Pages that includes the govt information</p> <p>d. Web link established</p> <p>e. A community fair is organized for AAPI community</p>	<p>\$5,000 A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/></p>	<p>Region 6 a. David Parrish (214) 665-8352</p> <p>b. Doug Lipka (281) 983-2209</p> <p>c. Lisa Pham (214) 665-8326</p> <p>d. Ramone Harper (281) 983-2235</p> <p>e. Paula Flores-Gregg (214) 665-8123</p>
22. Distribute AAPI Outreach Strategy within Region 9 and to external stakeholders (electronic or hard copy)	<p>a. Brief Region 9 management on AAPI Outreach Strategy</p> <p>b. Hold brownbag session on AAPI Outreach Strategy</p> <p>c. Provide copies of Outreach Strategy to Region 9 library and to Public Information Center</p>	<p>a. December 2001</p> <p>b. February 2002</p> <p>c. November 2001</p>	<p>a. Management briefed</p> <p>b. Brownbag held</p> <p>c. Copies provided</p>	<p>\$ 0 A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input checked="" type="checkbox"/> B/Cont. <input type="checkbox"/></p>	<p>Region 9 Patricia Bowlin (415) 744-1188</p>
24. Support San Francisco Bay fish outreach and education activities	<p>a. Grant Award to CA Department of Health Services</p> <p>b. Participation in Task Force</p>	<p>September 2001 through May 2002</p>	<p>Participation of AAPI community-based organizations</p>	<p>\$ 66,000 (PBT Initiative grant) A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/></p>	<p>Region 9 Luisa Valiela (415) 744-1991</p>

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
25. Support public outreach and education efforts to increase awareness and understanding of the existing advisories on consumption of fish caught in this area and related fishing restrictions in the Palos Verdes Shelf Superfund Site	Provide funding to state, county and local agencies and community-based organizations to develop a public education campaign in a variety of languages (Korean, Tagalog, Khmer, Vietnamese, Chinese, English, and Spanish) and targeted to subsistence fishers, mom and pop markets, restaurant owners and commercial fisherman throughout Los Angeles and Long Beach (Campaign includes participation by AAPI community-based organizations to develop outreach materials for AAPIs)	Ongoing (10-year program)	Funding provided	\$ 7.8 M (over 10 years) A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/> (Budget estimated for entire community outreach project)	Region 9 Fred Schauffler (415) 744-2359
26. Address the illegal urban pesticide products through enforcement actions against companies selling or distributing illegal household pesticides, and by raising public awareness of these products (the products are largely found in markets frequented by AAPIs)	Outreach to AAPIs, including distribution of "Insecticide Chalk" brochures (translated into Vietnamese, Spanish, and Chinese)	Ongoing	Outreach provided to communities	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 9 Rachel Turner (415) 744-1068

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
27. Increase community awareness of and access to AAPI-specific seafood consumption study results	<p>a. Prepare data from a 1999 Region 10 AAPI seafood consumption study in an accessible, user-friendly format</p> <p>b. Provide access to data via an EPA website and/or diskette</p>	<p>a. December 2002</p> <p>b. March 2002</p>	<p>a. Hire contractor and create workplan for data development</p> <p>b. Data is accessible to AAPI users outside the Agency via the Internet and/or diskette</p>	<p>\$3,000 and Region 10 EPA in-kind services</p> <p>A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input checked="" type="checkbox"/> B/Cont. <input type="checkbox"/></p>	<p>Region 10 Office of Research and Development Roseanne Lorenzana (206) 553-8002</p>
28. Increase federal and state agencies' use of AAPI-specific data for developing AAPI-protective standards, permits, site cleanups and/or other agency activities which protect public health	<p>a. Publish a report of the 1999 Region 10 study in a widely distributed, peer-reviewed journal</p> <p>b. Bring to the attention of Region 10 state and federal agencies data which may indicate "at-risk" characteristics which are documented in the report</p> <p>c. Develop a fact sheet to accompany the report which can be used for news releases, and distribute at EPA booths and presentations at community or technical meetings</p>	<p>a. September 2002</p> <p>b. September 2002</p>	<p>a. Submit a report for publication to a peer-reviewed journal, and respond to reviewers comments</p> <p>b/c. Factsheet developed and disseminated</p>	<p>\$5,000 and Region EPA in-kind services</p> <p>A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input checked="" type="checkbox"/> B/Cont. <input type="checkbox"/></p>	<p>Region 10 Office of Research and Development Roseanne Lorenzana (206) 553-8002</p>

STRATEGIC GOAL #3: Ensure access, especially linguistic access and cultural competence, for Asian Americans and Pacific Islanders

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
1. Provide EJ documents in AAPI languages	Update EJ materials in select AAPI languages as needed	Ongoing	Have all materials available on request	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Enforcement and Compliance Assurance, Office of Environmental Justice Marva King (202) 564-2599
2. Focus efforts on increasing the representation of AAPIs in the applicant pool	Continue to target recruiting primarily through AAPI organizations, recruitment fairs, and contacts in universities with large AAPI populations	Ongoing	a. Vacancy announcements distributed; recruitment fairs attended	\$ TBD A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/>	Office of HR and Organizational Services Judy King (202) 260-3310
3. Reassess and finalize Translation/Interpretation Protocol per Executive Order 13116 (Limited English Proficiency)	Convene intra-agency workgroup to reassess existing draft translation and interpretation protocol	a. January 2002	a. Program Office and Regional Office representatives review and update draft protocol	\$ TBD A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/>	Office of Communication Joe Sierra (202) 564-7849
		b. September 2002	b. Protocol finalized and adopted by Agency		
4. Implement Executive Order 13166 to improve access to Federally-assisted programs and activities by limited English proficient (LEP) persons	Provide final Title VI guidance to set forth general outline for EPA financial assistance recipients to apply in developing guidelines to provide meaningful access to LEP persons who participate in their programs and activities	June 2002	Issuance of final Title VI guidance on limited English proficiency for EPA financial assistance recipients	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Civil Rights Mike Mattheisen (202)564-7272

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
5. Ensure access to EPA's electronically-available information resources for AAPI communities	<p>a. OEI/OIAA/IAD will provide technical support for AAPI web site "usability" testing so that members of the AAPI community gain access to EPA information resources</p> <p>b. OEI/OIAA will promote the availability of EPA information resources to AAPI communities (both technical and general interest audiences – e.g., provide outreach to AAPI communities about the availability of "Window to My Environment" when it becomes available nationwide in December, 2001).</p>	On-going	<p>a. Web site "usability" testing sessions</p> <p>b. Outreach events</p>	\$ reimbursable A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	<p>Office of Environmental Information, Info Access Division Vipul Bhatt (202) 260-1350</p> <p>Office of Environmental Information, Info Access Division Tom Maloney (202) 260-2234</p>
6. Continue to support outreach materials dissemination to Korean-American community to make results from the Design for the Environment Program's garment care project available to the community	Make Korean language materials available in garment care industry	September 2002	Number of Korean-American garment care establishments receiving materials or participating in workshops	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	<p>Office of Pollution Prevention and Toxics (OPPT)</p> <p>Cindy Stroup (202) 564-8799</p>
7. Support Region 6 and AAPI community organization efforts to provide Lead Information to the Vietnamese American community	Publish and disseminate a Vietnamese translation of the lead brochure "Protect Your Family from Lead in your Home"	September 2002	Number of Vietnamese-translated Lead brochures distributed	\$4,000 A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input checked="" type="checkbox"/> B/Cont. <input type="checkbox"/>	<p>Office of Pollution Prevention and Toxics (OPPT)</p> <p>Denise Wright (202) 260-2351</p>

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
8. Identify currently available government, non-profit, and private resources for providing non-English speaking members of targeted AAPI communities with access to toxic chemical and pesticide safety help in their language. Identify possible new mechanisms for meeting resource and translation needs to non-English speaking members of AAPI communities	<p>a. Complete inventory of existing public resources (within EPA, other Agencies, and in the non-profit arena) providing AAPI communities with health and safety information</p> <p>b. Research availability of the Translations and Interpretative Service contract available through GSA</p>	<p>a. January 2002</p> <p>b. January 2002</p>	Complete inventory and provide schedule for translating most frequently requested information into AAPI languages	<p>\$ TBD</p> <p>A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/></p> <p>B/New <input checked="" type="checkbox"/> B/Cont. <input type="checkbox"/></p>	Office of Prevention, Pesticides & Toxic Substances (OPPTS) Charles Franklin (OPP) (703) 305-5017; Tom Lavery (OPPT) (202) 260-0768; and Inza Graves (OSCP) (202) 260-6900
9. Develop a communication strategy for outreach to Special Emphasis Communities, including AAPI communities	<p>a. Identify AAPI subpopulations at risk from pesticide related exposure or otherwise in need of basic pesticide health and safety information. Determine special factors affecting appropriate dissemination approaches to these communities</p> <p>b. Finalize strategy and procure resources for FY2003</p>	<p>a. June 2002</p> <p>b. September 2002</p>	<p>a. Strategy document finalized</p> <p>b. Necessary resources allocated to support implementation</p>	<p>\$ TBD</p> <p>A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/></p> <p>B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/></p>	Office of Prevention, Pesticides & Toxic Substances (OPPTS) Charles Franklin (OPP) (703) 305-5017; Tom Lavery (OPPT) (202) 260-0768; Inza Graves (OSCP) (202) 260-6900 and Ongoing support from AAPI SEPMS
10. Improve communication of clean-up activities in all areas affected by hazardous waste sites	<p>a. Provide outreach to all communities</p> <p>b. Translate materials (e.g., fact sheets, advisories, and posted warning signs) into AAPI languages</p>	Ongoing	<p>a. Convened meetings with AAPI interpreter</p> <p>b. Documents translated</p>	<p>\$ TBD</p> <p>A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/></p> <p>B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/></p>	Office of Solid Waste and Emergency Response, Office of Emergency Response & Remediation Bruce Engelbert (703) 603-8711

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
11. Increase outreach to at-risk communities regarding innovative technologies used to characterize hazardous waste sites and to help clean up sites	<p>a. Provide outreach to all communities</p> <p>b. Translate materials (e.g., fact sheets, advisories, and posted warning signs) into AAPI languages</p> <p>c. Improve the distribution of technical documents to AAPI businesses</p>	As resources permit	Documents translated	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Solid Waste and Emergency Response Jeff Heimerman (703) 603-7191
12. Work with business owners in the US to translate RCRA focus issue on Dry Cleaners in Korean	Make Korean language materials available in Dry Cleaning business	TBD	Number of Korean dry cleaning businesses receiving materials and/or participating in workshops	\$ TBD A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Solid Waste and Emergency Response Barbara Roth (703) 308-7890
13. Increase public involvement and consumer awareness	Instruct community water systems to make information available about the importance of the annual water quality reports; water systems with a large proportion of non-English-speaking population are required to include information in the appropriate language, or contain a telephone number where residents may obtain a translated copy of the report	July 2002	Information made available in AAPI languages (as needed)	\$ TBD A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Water Contact - TBD

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
14. Provide regional guidance and support to EPA website access to linguistically translated federal regulations of environmental materials	Provide AAPI leaders with a spectrum of urban environmental health issues impacting their constituents Work with Office of Press & Media Relations to identify outreach to AAPI community on environmental information and data	January 2002	Information disseminated to AAPI leaders	\$ A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 1 Suzanne Bairos Stephen Griffin Kathleen Castagna 617-918-1982
15. Increase dialogue with regional Asian American communities	Provide community group leaders with information about environmental issues in their communities. Ensure that appropriate documents are translated into Asian languages, as necessary	February 2002, Ongoing	Information disseminated to community	\$ TBD A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 2 Office of Policy and Management Dana Williams (212) 637-3531
16. Identify environmental outreach materials for translation in 5 major Asian languages	a. Using Census 2000 data and research, determine 5 major Asian languages b. Prepare memo to Regional management and state secretaries on findings c. Disseminate available alternative language materials to EPA staff, state partners, and non-profits working in high API population areas d. Ensure adequate supplies of alternative language materials in Regional Public Info Ctr (PIC)	a. November 2001 b. January 2002 c. Ongoing d. Ongoing	a. List of languages identified b. Memo signed by Regional Administrator	\$ TBD A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input checked="" type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 3 Cyndy Yu Robinson (215) 814-5557

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
17. Identify translation and interpretation resources	<p>a. Research available computerized translators</p> <p>b. Create list of qualified Asian language verbal and written translators (work with regional MBE/WBE coordinator)</p>	<p>a. Dec. 2001</p> <p>b. April 2002</p>	<p>a. Purchase translating program (if available)</p> <p>b. List of translators</p>	<p>\$ TBD</p> <p>A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/></p> <p>B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/></p>	<p>Region 3</p> <p>Alex Rajkowski (215) 814-5308</p> <p>Romona McQueen (215) 814-5155</p>
18. Promote Region 3 activities through Internet links with websites commonly used by AAPIs	Provide AAPI website hosts with Region 3 web link	October 2001	<p>a. Work with Information Resources Management Branch</p> <p>b. Draft and mail out letters to AAPI website hosts</p>	<p>\$ TBD</p> <p>A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/></p> <p>B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/></p>	<p>Region 3</p> <p>Cyndy Yu Robinson (215) 814-5557</p> <p>Cynthia Burrows (215) 814-5326</p> <p>Diane McCreary (215) 814-5519</p>
19. Increase dialogue with the regional Asian American Leaders	Provide Asian American Leaders with spectrum of urban environmental issues impacting their constituents	September 2002	Information disseminated to the AAPI community Leaders	<p>\$1,500</p> <p>A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/></p> <p>B/New <input checked="" type="checkbox"/> B/Cont. <input type="checkbox"/></p>	<p>Region 5</p> <p>Office of Public Affairs</p> <p>Elissa Speizman (312) 353-2073</p>
20. Continue to build relationships with AAPI community groups and other AAPI organizations	Maintain contact lists with AAPI community groups, and participate in the Asian American Coalition of Illinois Conference	September 2002	Up-to-date the AAPI contact list, and actively participate in Asian American Coalition Conference	<p>\$ TBD</p> <p>A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/></p> <p>B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/></p>	<p>Region 5</p> <p>Office of Civil Rights</p> <p>Howard Pham (312) 353-2310</p>

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
21. Develop a regional outreach program to provide AAPI communities with health and safety information	Identify currently available EPA public resources for providing non-English speaking members of targeted AAPI communities with access to toxic chemical and pesticide safety help in their language	September 2002	Currently available EPA public resources will be mailed to AAPI communities within Region 5	\$1,000 A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input checked="" type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 5 Office of Public Affairs Elissa Speizman (312) 353-2073
22. Identify possible new mechanism for meeting resource and translation needs to non-English speaking members of AAPI communities.	Utilize the translation and interpretation service contract to better communicate environmental and health issues to persons with limited English proficiency	September 2002	Contract awarded (As resources permit)	\$10,000 A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input checked="" type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 5 Office of Public Affairs Elissa Speizman (312) 353-2073
23. Coordinate within Region 5 and relevant AAPI communities to reduce use of illegally imported Chinese chalk at homes	Make the mis-used prevention materials on the Chinese chalk available in relevant languages. Develop partnerships with AAPI communities and Region to distribute materials in at risk communities	September 2002	a. Contract awarded in translate the prevention materials (as resources permit); b. Reduction in use of Chinese chalk and related cases of poisoning	\$5,000 A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 5 Office of Civil Rights Howard Pham (312) 353-2310
24. Increase dialogue with AAPI communities	a. Work with AAPI leaders to address their communities' issues b. Visit AAPI communities to listen to their concerns	a. Ongoing b. November 2001	Number of issues/obstacles that effect AAPI communities resolved	\$3,000 A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/>	Region 6 Office of Compliance Assurance and Enforcement Tai-ming Chang (214) 665-2210

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
25. Increase linguistic access for AAPI communities	<p>a. Create a network for translations to help AAPI partners translating government brochures/pamphlets into AAPI language(s)</p> <p>b. Distribute EPA publications translated in AAPI languages to the community</p>	Ongoing	<p>a. Number of brochures/pamphlets translated into AAPI languages</p> <p>b. Number of EPA publications distributed to AAPI communities</p>	\$5,000 A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/>	Region 6 Lisa Pham (214) 665-8326
26. Increase outreach activities to AAPI communities in Region 7	Develop contacts and relationship with AAPI leaders of Kansas City	<p>a. March 2002</p> <p>b. September 2002</p>	<p>Develop a database with names and contact information of AAPI leaders and organizations</p> <p>Conduct a meeting between EPA and/or other Federal partners and AAPI leaders</p>	\$ TBD A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input checked="" type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 7 Office of Regional Counsel (913) 551-7962
27. Improve AAPI access to EPA information and publications	Initiate an environmental column in at least one of two local AAPI community newspapers	September 2002	Articles are published	\$3,000 A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input checked="" type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 8 Mary Wu 303-312-6789
28. Establish networks with AAPI media	<p>a. Utilize and update the AAPI Media database</p> <p>b. Include an AAPI Media event as part of AAPI Heritage Month celebrations</p>	Ongoing	AAPI Media event during AAPI Heritage Month	\$ TBD A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/>	Region 9 Office of Public Affairs Jovita Pajarillo (415) 744-1540
29. Create AAPI language materials library	Maintain set of AAPI language materials and other resources on-site (in Region 9 library and in Public Information Center)	May 2002	Resource library created	\$ A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input checked="" type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 9 Patricia Bowlin (415) 744-1188

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
30. Continue to provide culturally and linguistically appropriate outreach to AAPI communities near Superfund sites in Region 9	Produce outreach materials in various AAPI languages to inform, educate, and involve communities living near Superfund sites	Ongoing	Outreach materials published	\$ 0 A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 9 Community Involvement Office Debbie Schechter (415) 744-2178
31. Create awareness of EPA publications available in various Asian languages	a. Meet with AAPI community leaders to inform about publications b. Solicit their feedback on effectiveness of publications c. Work with community to make appropriate revisions, if necessary	a. March 2002 b. March 2002 c. June 2002	a. Meeting held b. Publications reviewed	\$ TBD A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input checked="" type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 10 Office of Civil Rights & Environmental Justice Cecilia Contreras (206) 553-2899

STRATEGIC GOAL #4: Protect civil rights and equal opportunity for Asian Americans & Pacific Islanders

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
1. Focus efforts to increase the recruitment of AAPIs for the ECO Intern Program	Encourage recruitment into the ECO program at AAPI-serving institutions and organizations	Ongoing	Increase in the diversity of the applicant pool	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Enforcement and Compliance Assurance, Office of Environmental Justice Renee Goins (202)564-2598
2. Continue to raise the awareness of the diversity of EPA employees in order to create a productive and harmonious workplace environment	Work with the Office of Civil Rights and OECA programs to support the APA SEPM and the annual Asian Pacific American Heritage Month	May 2002	Support APA Heritage Month activities	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Enforcement & Compliance Assurance Beverly White (202) 564-2482
3. Increase participation of AAPI candidates for available Internships	Develop recruitment database that forwards information about internships to university career placement offices	September 2002	Increase in number of successful applicants	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/>	Office of the Inspector General Office of Mission System John Mullins (202) 260- 5999
4. Increase outreach to prospective AAPI applicants for employment and advancement	a. Outreach activities in colleges & universities with high AAPI populations b. Send job announcements to AAPI organizations such as FAPAC c. Encourage AAPI participation in workgroups, special assignments, etc.	September 2002	a. Increase in number of AAPI applicants for vacancies b. Increase in opportunities for advancement to ranks GS 13 and above	\$ TBD A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/>	Office of the Inspector General Office of Mission System John Mullins (202) 260- 5999

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
5. Promote EPA economic opportunities with AAPI business enterprises	a. Host a business counseling workshop b. Provide increased opportunities for one-on-one counseling sessions with AAPI business owners c. Participate in business fairs sponsored by AAPI Chambers of Commerce and Supplier Councils	a. May 2002 b. Ongoing c. Ongoing	a. Number of AAPI attendees b. Verify number of one-on-one counseling sessions with AAPI firms c. Increase number of business fairs attended by OSDBU	\$ TBD A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/>	Office of Small and Disadvantaged Business Utilization Myrna Mooney (202) 564-4386
6. Analyze the disparity in the share/ratio of awards for AAPI employees in the agency	a. Encourage Diversity Action Plan committees to address lack of awards and promotions for AAPI employees b. Include SEPMs work plan the analysis of ratio of awards and dollar distribution and promotions given to AAPI employees for last 2-3 years to see the pattern c. If it is concluded that there is disparity in the award distribution ratio and promotions for AAPIs, discuss this disparity with Management and Human Resource Officer and Award Board, and find ways to eliminate this disparity	Ongoing	a. Improvement in the ratio of awards and dollar values given to AAPIs b. Elimination of barriers which prevent employees from receiving equal opportunity and fairness in the work place	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Civil Rights Versha Kumar (202) 564-7283
7. Identify the employment issues and quality of work-life of AAPI community in the agency	In-depth workforce analysis at agency level and at the sub-organization level and distinguish the issues that are specific to the AAPI community	September 2002	Work-plan to eliminate the distinguished issues found in the analysis	\$ TBD A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Civil Rights Versha Kumar (202) 564-7283

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
8. Support EPA's observance of Asian Pacific American Heritage Month to advance the AAPI Program and its contribution to the overall the mission of the agency	<p>a. Plan and implement activities to highlight the contributions of AAPI groups in all facets of American life and society in general</p> <p>b. Use these activities to educate, fight stereotypes & discrimination, announce new initiatives and programmatic goals, address substantive issues</p> <p>c. Bring the concerns of ethnic communities to the attention of policymakers</p>	Ongoing	Meaningful APA Heritage Month activities planned and completed	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Civil Rights Versha Kumar (202) 564-7283
9. Promote the potential for AAPI employees to compete for supervisory and managerial positions and for SES candidates	<p>a. Urge program and regional offices to advertise high visibility assignments and select competitively</p> <p>b. Increase awareness and encourage AAPI employees to apply for managerial positions</p> <p>c. Provide managerial and leadership skill building and training opportunities including SES Career Development Program (CDP), mentoring and high visibility assignments</p>	Ongoing	<p>a. AAPI employees apply and compete for SES CDP</p> <p>b. AAPI competitively selected for CDP</p>	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Civil Rights Versha Kumar (202) 564-7283

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
20. Improve managers' awareness of equal employment opportunity concepts and responsibilities to enhance communication with AAPIs and all other employees in the agency	Effectively utilize the Equal Employment Opportunity Training Initiative to educate and enhance managers' knowledge and responsibilities in regards to equal employment opportunity	Ongoing	Decrease in behavioral related and non-selection for positions because of desperate treatment complaints	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Civil Rights Carolyn Davis (202) 564-7272
21. Conduct outreach and recruitment activities to universities/colleges with high AAPI populations and other AAPI serving institutions to promote diversity	Request contact persons from universities/colleges with high AAPI populations in order to provide EPA recruitment and grant/fellowship announcements for them	Ongoing	a. Number of AAPI serving institution contact persons b. Increase in # of AAPI candidates for internships, employment, and grants/fellowships	\$ TBD A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Prevention, Pesticides & Toxic Substances (OPPTS) Terri Stowe (OPP) (703) 305-6117; Anne Kim (OPPT) (202) 564-7631; and Inza Graves (OSCP) (202) 260-6900
22. Identify and provide training opportunities to boost the skills AAPI employees need to advance in their careers	a. Identify/disseminate career enhancing training opportunities for AAPIs b. Arrange training c. Fund training	a. Ongoing b. Ongoing c. October 2002	a. Dissemination of training information b. Number of training sessions c. Amount of funding available for training	\$2,500 A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input checked="" type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Prevention, Pesticides & Toxic Substances (OPPTS) Terri Stowe (OPP) (703) 305-6117; Anne Kim (OPPT) (202) 564-7631; and Inza Graves (OSCP) (202) 260-6900
23. Participate in monthly meetings with other AAPI SEPMs on issues affecting constituents	Work with OCR to participate in monthly meetings with other AAPI SEPMs and provide agenda items and constituent concerns	Monthly	Meeting minutes and # of AAPI issues addressed	\$0 A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Prevention, Pesticides & Toxic Substances (OPPTS) Terri Stowe (OPP) (703) 305-6117; Anne Kim (OPPT) (202) 564-7631; and Inza Graves (OSCP) (202) 260-6900

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
24. Provide career/diversity- related resources in a central location for each office	a. Conduct an inventory of current career/diversity-related materials/resources b. Provide central library location for resource materials c. Collect resource materials and have them barcoded and entered into a library-type computer system so users can borrow them using a library-type card d. Assign a librarian for resource materials and issue library cards e. Open resource library	a. December 2001 b. December 2001 c. August 2002 d. August 2002 e. September 2002	a. Complete inventory b. Allocation of library space c. All materials barcoded and entered into computer tracking system d. Librarian hired and library cards issued e. Grand opening of resource library	\$ TBD A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Prevention, Pesticides & Toxic Substances (OPPTS) Terri Stowe (OPP) (703) 305-6117; Anne Kim (OPPT) (202) 564-7631; and Inza Graves (OSCP) (202) 260-6900
25. Continue to raise the awareness of the diversity of EPA employees in order to create a productive and harmonious workplace environment	a. Work with the offices and regions to observe the annual Asian Pacific American Heritage Month b. Work with the Asian Pacific American Council to organize diversity programs and activities	a. May 2002 b. Ongoing	Increase in attendance/ participation of non-AAPI employees at Asian Heritage Month Activities	\$500 A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/>	Office of Prevention, Pesticides & Toxic Substances (OPPTS) Terri Stowe (OPP) (703) 305-6117; Anne Kim (OPPT) (202) 564-7631; and Inza Graves (OSCP) (202) 260-6900
26. Develop strong cooperative relationships with institutions, organizations and programs designed to enhance interaction with ORD/NHEERL research programs	a. Identify academic institutions with significant AAPI populations b. Establish a relationship with organizations to increase awareness of trainee and cooperative agreement programs	Ongoing	Increased participation of AAPIs and other minorities in ORD/NHEERL trainee and cooperative agreement programs	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Research and Development/NHEERL Johnnie Pearson (919) 541-0572

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
27. Identify barriers to the incorporation of AAPIs and other minorities into ORD/NHEERL trainee and cooperative agreement programs	Solicit input from organizations representing various minority/ethnic groups and make recommendations for enhancing opportunities	Ongoing	Increased participation of AAPIs and minorities in ORD/NHEERL trainee and cooperative agreement programs	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Research and Development/NHEERL Johnnie Pearson (919) 541-0572
28. Prevent and address releases from underground storage tanks (UST)	a. Clean-up leaking UST contamination in AAPI communities b. Promote compliance with EPA and State requirements for leak detection and the upgrading, replacing, or closure of substandard tanks	Ongoing	Reduce or control the risk to human health and the environment at UST sites	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Solid Waste & Emergency Response Lee DePont (703) 603-7148
29. Address and respond to areas affected by hazardous waste contamination	a. Clean-up and provide technical assistance on hazardous waste sites b. Promote safe management of hazardous waste	Ongoing	Reduce or control the risk to human health and the environment at hazardous waste sites	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Solid Waste & Emergency Response Barbara Roth (703) 308-7890
30. Address our legal under-representation for Asian Pacific administrative employees	a. Increase outreach to AAPIs at career fairs b. Continue to target recruiting primarily through AAPI organizations, and contacts in universities with large AAPI populations	September 2002	Increase in number of AAPI applicants for administrative job vacancies	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Solid Waste & Emergency Response Laurie J. May (202) 260-8724

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
31. Support AAPI Special Emphasis Program	a. Select AAPI Special Emphasis Program Manager b. Support incoming SEPM on AAPI program initiatives and activities	January 2002	AAPI Special Emphasis Program Manager identified	\$ TBD A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input checked="" type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Solid Waste & Emergency Response Laurie J. May (202) 260-8724
32. Recruit AAPIs and other qualified and culturally diverse employees into OSWER workforce	a. Continue long term recruitment and educational partnership with the University of Arizona b. Continue our participation in a Multi-cultural Career Fair sponsored by the University of Maryland College Park and a similar fair at the Baltimore County campus c. Participate in annual conference for AAPIs	a. Ongoing b. Ongoing c. October 2002	Increase in the diversity of applicants for OSWER job vacancies	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Solid Waste & Emergency Response Laurie J. May (202) 260-8724
33. Enrich the diversity pool of eligible candidates for employment for Office of Water jobs	a. Continue to expand and recruit a diverse field of applicants for vacancies b. Distribute job announcements widely to AAPI networks c. Work with Special Emphasis Program managers and Human Resources contacts to promote diversity in the workforce arena	Ongoing	Increase in the diversity of applicants for Office of Water job vacancies	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Water Sam Bryant (202) 260-9435

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
34. Increase AAPI awareness of summer internship opportunities	a. Contact universities and colleges with large AAPI populations for recruitment and outreach strategies b. Communicate with HR contacts for recruitment and outreach of summer interns	Ongoing	Increase in the number of AAPI applicants for summer internships	\$ TBD A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/>	Office of Water Sam Bryant (202) 260-9435
35. Improve national guidance for water quality criteria by addressing AAPI populations as potentially more highly exposed/at risk groups.	Revise draft Technical Support Document to add guidance on AAPI populations (Guidance enable states and other affected stakeholders to appropriately consider AAPI groups as the population basis when developing water quality criteria)	Summer 2002	Technical Support Document published in 2002	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Water Denis R. Borum (202) 260-8996
36. Conduct marketing outreach activities to universities and colleges with a good population of AAPIs	a. Assess the demographics of local colleges and universities b. Talk with Partners In Equality about targeting schools with AAPI populations	a. November 2001 b. January 2002	a. Review of local information completed b. Meeting with Partners In Equality	\$ TBD A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/>	Region 1 Office of Civil Rights Stephen Griffin (617) 918-1982
37. Increase all employees' understanding of Title VII Complaints Resolution process	a. Provide training on Title VII to all employees including AAPIs b. Work with EEO Manager, HR, Diversity Manager to promote better understanding of Title VII	Ongoing	Title VII training completed	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 1 Office of Civil Rights James Younger Stephen Griffin Suzanne Bairos (617) 918-1982

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
38. Increase AAPI visibility in Regional activities	<p>a. Ensure AAPIs are included in selection processes for new employee hires, for Regional workgroups, special assignments, etc.</p> <p>b. Work with EEO Manager, HR, and Diversity Manager to promote inclusion of AAPIs in all workforce arenas</p>	Ongoing	Increased participation of AAPIs in Regional activities	\$0 A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 1 Office of Civil Rights James Younger Suzanne Bairos (617) 918-1982
39. Promote the advancement of AAPI employees to management positions and to grades above the normal career ladder	<p>a. Set-up IDP training, KSA (knowledge, skills, abilities) workshops, resume-writing workshops</p> <p>b. Advocate greater participation of AAPI in EPA-designed training for mid-level competencies</p> <p>c. Work with Regional Training Institute to formulate training outreach</p>	Ongoing	Increased opportunities for AAPIs to advance beyond career ladder	\$1,500 A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 1 Office of Civil Rights Stephen Griffin Suzanne Bairos (617) 918-1982
40. Ensure that guidance is disseminated to AAPI recipients of federal financial assistance their rights under Title VI of the 1964 Civil Rights Act as amended.	<p>a. Make information available on the Region's web page</p> <p>b. Answer questions, as necessary</p>	November 2001	Decrease in the number of Title VI complaints filed	\$ TBD A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/>	Region 2 Office of Policy and Management Dana Williams (212) 637-3135 Melva Hayden (212) 637-3230
41. Increase AAPI visibility in Regional activities	Work with EEO Manager, HR, Strategic Planning to ensure AAPIs are included in selection processes for Regional workgroups, special assignments, etc.	Ongoing	Increased participation of AAPIs in Regional activities	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 3 Cynthia Burrows (215) 814-5326

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
42. Recruitment of AAPI for pipeline	Ensure colleges and universities with high concentration of AAPIs are included in EZHire job openings mail list	October 2001	Systematic distribution of job openings	\$ TBD A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 3 Cheryl Talbot (215) 814-5335
43. Promotion of training and career development opportunities amongst AAPI employees on board	Work with HR, and senior managers to promote SES candidate development program, APAC activities, and awareness and involvement in WHI-AAPI	Ongoing	Increased training and career development opportunities for AAPI employees	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 3 Cynthia Burrows (215) 814-5326
44. Publicize WHI-AAPI within Region 3	a. Brief Federal Executive Board on WHI-AAPI and AAPI demographics in Philadelphia	a. November 2001	a. Briefing completed	\$100 A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 3 Cyndy Yu Robinson (215) 814-5557
	b. Make WHI-AAPI materials available at annual EEO Day of Training for 25+ agencies	b. December 2001	b. Conference materials distributed		
45. Boost recruitment outreach to AAPIs in Region 4	a. AAPI Manager and Council will conduct analysis of AAPI representation in database and Census 2000 figures for Georgia	January 2002 - June 2002	a. Completed analysis and written strategy for presentation to management	\$ TBD A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 4 Office of Civil Rights Freda Lockhart (404) 562-9738
	b. Develop strategy for expanding current Regional recruitment outreach efforts				
46. Utilize newly selected EEO Counselor to educate current AAPI employees on civil rights and equal opportunity regulations	Identify training and other activities to educate AAPI employees about their civil rights	July 2002	Participation of AAPI employees in training activities	\$ TBD A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 4 Office of Civil Rights Freda Lockhart (404) 562-9738

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
47. Ensure fair promotional and career ladder advancements and new recruitments for AAPI in Region 4.	Conduct detailed analyses of EEO complaints for AAPI community within Region 4 and of accession and promotion data	July 2002	Baseline established for monitoring future activity in this area	\$ TBD A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 4 Office of Civil Rights Freda Lockhart (404) 562-9738
48. Enrich the diversity in the pool of eligible candidates for employment, participation in workgroups, special assignments, etc.	Work with Office of Civil, HR, EEO Manager, and Diversity Action Plan Committee to promote and widely announce competitive opportunities	Ongoing	a. Increase in number of AAPI applicants for employment b. Increase in number of AAPI candidates for workgroups, special assignments, etc.	\$1,000 A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 5 Office of Civil Rights Levester Spearman (312) 886-3544 Howard Pham (312) 353-2310
49. Develop an outreach mechanism to inform AAPI students/graduates about their opportunities with EPA	a. Host a career day at a predominantly AAPI populated middle school to promote a career with EPA, and as well as other federal agencies b. Invite AAPI schools to attend the Region 6's Environmental Tools for School Summit c. Advertise EPA positions in the AAPI media (newspaper, radio) d. Develop outreach mechanisms to educate AAPI students on how to use EPA's and OPM's websites for job search	a. April 2002 b. November 2001 c. April 2002 d. December 2001	a. A career day is organized for AAPI middle school b. Number of AAPI schools participates in the Summit c. Number of AAPIs hired d. Number of AAPI students hired	\$2,000 A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/>	Region 6 a. Paula Flores-Gregg (214) 665-8123 b. Monica Chappa-Smith (214) 665-6780 c. External Affairs and Management Divisions Contact - TBD d. External Affairs and Management Divisions Contact - TBD

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
50. Inform AAPI communities, organizations, and small businesses on grants and funding opportunities	Set up a training or workshop on how to write a grant proposal or how to bid for a government contract to the AAPI communities, organizations and small businesses	a. February 2002	Number of training/workshops offered to AAPIs'	\$2,000 A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input checked="" type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 6 Office of Civil Rights Nelda Perez (214) 665-2209
51. Identify and analyze AAPI populations in Region 7 to improve recruitment outreach	<p>a. Continue to gather population data and analyze with the use of GIS; update with 2000 Census data</p> <p>b. Produce a map which shows highest concentrations of Asian populations in Region 7 states</p> <p>c. Produce a map which shows highest growth rates of Asian populations in Region 7 states</p> <p>d. Produce a map which gives demographic information of AAPIs in Region 7 (e.g., income, education level, etc.)</p> <p>e. Produce a map of Region 7 colleges and universities with significant AAPI populations highlighted</p>	December 2001	AAPI population studies generated	\$ TBD A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/>	Region 7 Office of Regional Counsel Alex Chen (913) 551-7962
52. Increase awareness of AAPI concerns and issues with Region 7's senior management	Present to Senior Staff the data gathered on AAPI populations in Region 7, and on networks established with Region 7 schools with high AAPI populations (for recruitment purposes)	January-March 2002	Briefing at Senior Staff meeting completed	\$ TBD A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 7 Office of Regional Counsel Alex Chen (913) 551-7962

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
53. Establish a network of AAPI contacts in colleges, universities, and community colleges in Region 7 to disseminate information on environmental career opportunities and recruit prospective employees	a. Identify schools in Region 7 with the highest AAPI populations b. Identify faculty sponsors and/or leaders of AAPI groups at these schools c. Develop a database list of contacts at these schools d. Disseminate information on environmental career opportunities and recruit prospective AAPI employees	a. December 2001 b. March 2002 c. March 2002 d. Ongoing after list of contacts is in place	Relationship with local colleges and universities established	\$ TBD A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/>	Region 7 Office of Regional Counsel Alex Chen (913) 551-7962
54. Increase recruitment efforts of AAPIs employees and interns	Use Region 7 colleges and universities network (pending); travel to these schools for recruiting visits and outreach (as funding permits)	Ongoing	Increase in number of AAPI applicants for job vacancies	\$ TBD A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 7 Office of Regional Counsel Alex Chen (913) 551-7962
55. Encourage AAPI employees in Region 7 to participate in management-type training (mid-level, SES CDP, etc.)	Keep AAPI employees in Region 7 aware of available training opportunities	Ongoing	Increased numbers of AAPIs attending training	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 7 Office of Regional Counsel Alex Chen (913) 551-7962
56. Provide assistance to AAPI communities to raise awareness about EPA opportunities (grant and career)	Identify targeted communities and provide EPA outreach materials	Summer 2002	Distributed EPA materials to appropriate communities	\$ TBD A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/>	Region 8 Asian Pacific American Special Emphasis Program (303) 312-6348
57. Provide career opportunities for AAPI employees	Explore various options for providing Career Development opportunities (e.g., rotations, mentoring, job swapping, etc)	September 2002	Proposal for various options is developed	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 8 Janemarie Freiheiter (303) 312-6348

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
58. Continue to celebrate and cherish the heritage of AAPI federal employees	Region 8 APA Special Emphasis will continue to sponsor educational and awareness building activities	Ongoing and during Asian Pacific Heritage Month in May 2002	Activities held	\$ TBD A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/>	Region 8 Asian Pacific American Special Emphasis Program (303) 312-6348
59. Continue to support Region 9 AAPI employees	a. Designate an AAPI SEPM position in the Region 9 OCR b. Management sponsorship of Region 9 APAC events	Ongoing	a. AAPI SEPM position designated b. Management supports APAC	\$ TBD A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/>	Region 9 Patricia Bowlin (415) 744-1188
60. Provide assistance to R9 employees for whom English is a second language	a. Establish an English Coaching Program b. Provide ESL and English Grammar books and audio/visual materials available in the R9 library	Ongoing	Ongoing	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 9 Lea Weinstein (415) 744-1545
61. Outreach and recruitment to the Asian American and Pacific Islander community	a. Work with OCR, APA SEPM, and APAC to inform AAPI organizations of vacancies b. Identify additional AAPI resources and organizations for outreach/recruitment	Ongoing	a. AAPI organizations notified of vacancies b. Additional AAPI resources and organizations identified	\$ 0 A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 9 Karen Nelson (415) 744-2299
62. Ensure that AAPI community is aware of funding opportunities for environmental-related programs	a. Send EJ small grant application materials b. Include community in conference calls re: application process	January 2002 January/ February 2002	a. Materials sent b. AAPI community participates in calls	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 10 Office of Civil Rights and Environmental Justice Cecilia Contreras (206) 553-2899

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
63. Ensure that AAPI community is aware of employment opportunities	Include AAPI focus in regional recruitment and outreach activities	September 2002	Increase in number of AAPI candidates for job vacancies	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 10 Office of Civil Rights and Environmental Justice Cecilia Contreras (206) 553-2899
64. Ensure that new AAPI employees are welcomed into R10	a. Include AAPI Program Manager in new employee orientation activities b. Make personal contact with new employees	September 2002	AAPI Program Mgr participates in orientation and makes personal contacts	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 10 Office of Civil Rights and Environmental Justice Lucita Valiere (206) 553-2964

STRATEGIC GOAL #5: Strengthen and sustain Asian American & Pacific Islander community capacity

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
1. Develop a DfE voluntary partnership with the nail care industry to help small businesses integrate environmental concerns with everyday decision-making on cost and performance to reduce the risk of chemicals to workers, communities, and the environment	<p>a. Develop a baseline of current and best shop practices in the nail salon</p> <p>b. Develop technical and outreach strategies to address incentives and barriers to adopting cleaner, safer practices</p> <p>c. Develop a Nail Salon Outreach Campaign to educate AAPIs working at this industry about the risk of chemicals used for their daily job routine</p>	<p>a. January 2002</p> <p>b. March 2002, ongoing</p>	<p>a. Number of salon owners/ workers attending EPA workshop</p> <p>b. Number of salons implementing EPA recommendations</p> <p>c. Number of radio broadcasts or newspaper adds on the subject</p>	<p>\$ 5,000 A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/></p>	<p>Region 6 Tai-Ming Chang (214) 665-2210 Lisa Pham (214) 665-8326</p> <p>Office of Pollution Prevention and Toxics Carol Hetfield (202) 564-8792</p>
2. Request information from or participate in EPA's AAPI communities outreach activities that pertain to toxic chemical and pesticide-related outreach needs, and develop strategies to meet address these needs	<p>a. Develop mechanism to receive information or participate in EPA AAPI community outreach activities</p> <p>b. Report findings to management</p> <p>c. Develop a mechanism for feedback to AAPI communities</p>	September 2002	Reports on AAPI outreach meetings given to management	<p>\$1,000 A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input checked="" type="checkbox"/> B/Cont. <input type="checkbox"/></p>	<p>Office of Prevention, Pesticides & Toxic Substances (OPPTS) Terri Stowe (OPP) (703) 305-6117; Tom Lavery (OPPT) (202) 260-0768 and Anne Kim (OPPT) (202) 564-7631; and Inza Graves (OSCP) (202) 260-2611</p>
3. Increase AAPI community awareness of environmental health issues involving drinking water systems	Translate outreach documents into AAPI languages (as needed)	July 2002	Outreach documents identified for translation	<p>\$ TBD A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input checked="" type="checkbox"/> B/Cont. <input type="checkbox"/></p>	Office of Water Contact - TBD

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
4. Increase dialogue with regional AAPI community leaders	<p>a. Provide AAPI leaders with a spectrum of urban environmental health issues impacting their constituents</p> <p>b. Work with Office of Press & Media Relations to identify outreach to AAPI community on environmental information and data</p>	Ongoing	Information disseminated to AAPI leaders	\$500 A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 1 Office of Civil Rights James Younger Suzanne Bairos (617) 918-1982
5. Gather community feedback on environmental, public health and other environmental AAPI related issues	Conduct a dialogue with AAPI community organizations to assist with environmental issues and impact	December 2001 / January 2002	Meeting with AAPI community organizations with identified local issues/impacts	\$0 A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 1 Office of Civil Rights Suzanne Bairos Stephen Griffin Kathleen Castagna (617) 918-1982
6. Increase public education and partnership program designed the AAPI community about the connections among transportation choices, traffic congestion, air pollution and public health	<p>a. Contact community leaders of Boston's Chinatown community</p> <p>b. Continued discussion on the environmental impact on this centrally located community within the Boston proper</p>	November 2001 Ongoing	Outreach plan to Boston Chinatown community leaders and report on the outreach efforts	\$0 A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 1 Office of Civil Rights James Younger Kathleen Castagna Suzanne Bairos (617) 918-1982
7. Assist communities to become aware of and make informed decisions about environmental exposures which may cause illnesses in their workplace	Develop outreach mechanism to inform AAPI communities about environmental risks, such mercury and lead poisoning, PCB contamination, diesel exhaust emissions, etc.	Ongoing	<p>a. Number of families/community groups reached</p> <p>b. Number of AAPI community members trained to address issues</p>	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 2 Terry Wesley (212) 637-5027

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
8. Increase dialogue with Regional Asian American leaders	a. Identify key community leaders for metropolitan areas or areas with high API population in Region 3 b. Provide briefing packet introducing EPA, WHI-AAPI, and sample EPA outreach materials in appropriate languages	a. December 2001 b. March 2002	Regional resource directory of API leaders 40-60 packets distributed	\$300 A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input checked="" type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 3 Cyndy Yu Robinson
9. Develop a regional resource directory	a. Review AAPI directory of community-based organizations b. Utilize AAPI networks c. Develop reference guide for use by RA, Environmental Justice coordinator, EEO manager, MBE/WBE coordinator, and APAC employee group chair	a. October 2001 b. March 2002 c. April 2002	Resource directory completed, shared	\$500 A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 3 Cyndy Yu Robinson (215) 814-5557 Cynthia Burrows (215) 814-5326
10. Promote AAPI awareness of business opportunities in Region 3	a. Work with MBE/WBE coordinator to engage AAPI Chambers of Commerce in Philadelphia, DC, Maryland, Northern Virginia and Richmond b. Hold minority business fair	a. December 2001 b. April 2002	Number of AAPI business owners participating in minority business fair	\$1,000 A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/>	Region 3 Cyndy Yu Robinson (215) 814-5557 Romona McQueen (215) 814-5515
11. Expansion of outreach efforts to universities with large AAPI student populations	Identify universities with large AAPI student populations and begin dialogue to develop at least one Regional Memorandum of Understanding (MOU)	September 2002	Establish an MOU with a designated university Attend at least 1 AAPI Job Fair	\$ TBD A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 4 Office of Civil Rights Freda Lockhart (404) 562-9738

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
12. Encourage the participation of technically competent AAPIs in EPA Federal Advisory committees	<p>a. Compile a list of known professional, environmental/health, community, business, and other organizations and contacts in an AAPI resource directory</p> <p>b. Increase the AAPI community awareness of EPA's Federal Advisory committees and encourage them to get involved in the Agency's Environmental decision making process</p> <p>c. Make the AAPI resource directory readily available to the designated Federal officials in charge of recruiting and selecting members for Federal Advisory committees (as resources permit)</p>	September 2002	Increase in the number of AAPI candidates to join Federal Advisory Committees	\$1,500 A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input checked="" type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 5 Office of Civil Rights Howard Pham (312) 353-2310
13. Help AAPI families and communities make informed decisions concerning environmental exposures which may cause illnesses in their children	<p>a. Develop outreach mechanism to educate AAPI parents and children about the risk of pesticide chalk, indoor radon, contaminated lead-based paint, second-hand smoke, and indoor air problems</p> <p>b. Train lay health educators to conduct this outreach in their communities (similar to the <i>promotoras</i> concept in the border)</p>	Ongoing	<p>a. Number of AAPI families educated about these subjects</p> <p>b. Number of lay health educators trained; Number of AAPI families reached by lay health educators</p>	\$ TBD A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/>	Region 6 Evelyn Daniels (214) 665-7543 Nelda Perez (214) 665-2209

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
14. Educate AAPI community on possible dangers in their seafood consumption patterns	<p>a. Educate the community on the risk of consuming imported products which often are not regulated</p> <p>b. Help the community better understand and balance the potential risks from seafood consumption with its significant health benefits and cultural significant</p> <p>c. Educate the community on the danger of using imported lead-glazed pottery</p>	June 2002	Outreach materials disseminated to AAPI community	\$ TBD A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/>	Region 6 External Affairs and Water Quality Division Contact - TBD
15. Develop a partnership with AAPI communities to remove obstacles to the revitalization of Brownfields sites/properties	<p>a. Investigate the degree and extent of site contamination (conduct site assessment)</p> <p>b. Facilitating Brownfields cleanup and encouraging the mitigation of potential health risks</p>	<p>a. January 2002</p> <p>b. December 2002</p>	<p>a. Number of targeted Brownfields assessments conducted on Brownfields sites in AAPI communities</p> <p>b. Number of Brownfields sites in AAPI communities cleaned up</p>	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 6 Stanley Hitt (214) 665-6736

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
16. Develop an EPA compliance assistance community outreach program to increase AAPIs awareness and understanding of EPA regulations, as well as improving their health and environmental conditions	<p>a. Conduct radio talk shows and/or commercial segments on water, air, and toxic waste issues on AAPI radio stations</p> <p>b. Award contracts and seek volunteers to translate several key information pamphlets/fact sheets on environmental issues targeted at AAPI community</p> <p>c. Provide educational workshops to increase AAPI understanding of environmental issues</p> <p>d. Distribute translated materials directly to AAPI community via the partnership with the Texas Natural Resource Conservation Commission (TNRCC)'s Small Business Assistance Program, City of Houston, and the Houston-Galveston Area Council</p> <p>e. Generate a list of AAPI home or business addresses or e-mails that will be used for mailing EPA materials</p> <p>f. Set up toll-free telephone lines featuring AAPI language speakers to educate and provide help on environmental issues and/or receive tips and complaints</p>	March 2002	<p>a. Number of radio talk shows on environmental issues</p> <p>b. Number of contracts awarded for translation of EPA documents into AAPI languages</p> <p>c. Number of workshops held in AAPI community</p> <p>d. Number of AAPI families receiving the materials</p> <p>e. An accurate mailing list of AAPI residential and business addresses</p> <p>f. Number of toll-free lines featuring AAPI language speakers; number of tips/complaints received</p>	\$5,000 A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input checked="" type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 6 Office of Compliance Assurance and Enforcement Tai-ming Chang (214) 665-2210

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
17. Involve AAPI communities in collecting information regarding environmental protection in their communities	As requested, the Environmental Justice Program provides workshops to assist AAPI communities with environmental justice issues	Ongoing	Number of AAPIs participating in EJ workshops	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 8 Elisabeth Evans (303) 312-6053
18. Continue partnership with Galileo High School in San Francisco-a diverse, urban school with a substantial AAPI population	As requested, R9 staff participation in various activities related to Galileo's Environmental Science curriculum	Ongoing	R9 staff participation	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 9 Willard Chin (415) 744-1204
19. Continue to provide funding for AAPI-related projects through the EJ small grants program	a. Notify AAPI organizations of funding opportunities b. Provide assistance to grant applicants	Ongoing	Number of grant applications received from AAPI organizations	\$ 0 A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 9 Willard Chin (415) 744-1204
20. Continue to build relationships with AAPI community groups and other AAPI organizations	a. Attend AAPI community events b. Invite AAPI organizations to speak with EPA Region 9 staff (brownbags)	Ongoing	Attend at least 4 AAPI events each year and invite at least 4 AAPI organizations to speak	\$ TBD A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/>	Region 9 Patricia Bowlin (415) 744-1188

STRATEGIC GOAL #6: Recognize and include Native Hawaiians and Pacific Islanders in federal programs and services

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
1. Continue to manage ORD grant, fellowship, and scholarship programs fairly and equitably to ensure equal access and fairness in the awarding of research funds	Maintain a strong and effective peer review process of proposals	Ongoing	Grants with University of Guam and University of Hawaii	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Research and Development, National Center for Environmental Research Paul Palm (202) 564-6811
2. Develop recruitment strategies to increase Native Hawaiian and other Pacific Islander awareness of EPA's employment and internship opportunities in Region 1	<p>a. Jointly with Human Resources and Civil Rights offices, develop contacts with local Native Hawaiian Pacific Islander community, associations, and civic clubs</p> <p>b. Identify outreach mechanisms to targeted Native Hawaiian and Pacific Islanders in local universities and colleges as part of regional recruitment efforts</p> <p>c. Meet with local community, associations and civic clubs</p> <p>d. Review information gathered to formulate a recruitment program</p>	<p>a. November 2001</p> <p>b. January/ February 2002</p>	Increase in number of Native Hawaiian and Pacific Islander candidates for job vacancies	\$ TBD A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 1 Office of Civil Rights Suzanne Bairos Stephen Griffin (617) 918-1982

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
3. Increase the awareness of Native Hawaiians and other Pacific Islanders about EPA's grants and other funding opportunities	<p>a. Compile a list of Native Hawaiian serving institutions and disseminate information about employment and funding availability</p> <p>b. Disseminate information to these institutions</p>	<p>a. April 2002</p> <p>b. Ongoing</p>	Increase in number of Native Hawaiian and Pacific Islander applicants for grants and other funding opportunities	<p>\$ TBD</p> <p>A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/></p> <p>B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/></p>	Region 2 Contact - TBD
4. Establish eligibility criteria to ensure inclusion of Native Hawaiian serving institutions in programs that target minority institutions	Develop eligibility criteria and certification process for priority grant programs to include federally funded designated Native Hawaiian serving institutions	September 2002	New eligibility criteria and certification process integrated into grant application announcements	<p>\$ TBD</p> <p>A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/></p> <p>B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/></p>	Region 4 Office of Civil Rights, Office of Research and Development and local MBE/WBE Coordinator Contacts - TBD
5. Support the Project Loko I'a: Restoring Hawaiian Fish Ponds	Support regional efforts to streamline the permitting approach for fishpond restoration projects	Ongoing	Additional fish ponds restored (two planned for next yr)	<p>\$ TBD</p> <p>A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/></p> <p>B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/></p>	Region 9 Pacific Islands Contact Office Susan Polanco (808) 541-2722
6. Promote public awareness of EPA's resources in Hawaii and the Pacific Islands	<p>a. Establish a contact point and liaison between EPA and the State of Hawaii and other Pacific Islands</p> <p>b. Connect the Hawaii news media with EPA staff</p> <p>c. Conduct outreach to Hawaii schools, colleges and community groups and participates in environmental events</p>	Ongoing	Outreach provided to community	<p>\$ TBD</p> <p>A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/></p> <p>B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/></p>	Region 9 Pacific Islands Contact Office Vicki Tsuhako (808) 541-2721

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
7. Promote public education and outreach to Pacific Islander community in East Palo Alto	Work with Pacific Islander Outreach (community group) to conduct environmental educational programs for youth in East Palo Alto	June 2002	Conduct at least one educational program	\$ A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input checked="" type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 9 Patricia Bowlin (415) 744-1188 Lily Lee contact info - TBD
8. Manage EPA's involvement and activities in the Pacific Insular areas: the U.S. flag areas of American Samoa, the Commonwealth of the Northern Mariana Islands (CNMI) and Guam; and the freely associated states (FAS) of the Republic of the Marshall Islands (RMI), the Federated States of Micronesia (FSM), and the Republic of Palau (ROP)	<p>a. Manage grant assistance programs and providing technical assistance and training</p> <p>b. Co-sponsorship of Annual Pacific Islands Environment Conference that brings together people throughout the Pacific Islands to work for dialogue and exchange on various environmental issues</p> <p>c. Participation in Region 9 Federal Regional Council's Outer Pacific Committee</p>	<p>a. Ongoing</p> <p>b. June 2002</p>	<p>a. Grants managed; technical assistance provided as needed</p> <p>b. Conference held</p>	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 9 Pacific Insular Areas Program John McCarroll (415) 744-1599

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U.S. ENVIRONMENTAL PROTECTION AGENCY

White House Initiative on Asian Americans and Pacific Islanders

FISCAL YEAR 2003 IMPLEMENTATION PLAN

Note: All budget estimates (under the Funding/Activity Type column) are subject to approval of the EPA's FY03 budget.

STRATEGIC GOAL #1: Institutionalize EPA's implementation of the White House Initiative on Asian Americans & Pacific Islanders

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
1. Continue to promote agency-wide Communications strategy to reach out to AAPI communities	a. Disseminate the AAPI Outreach Strategy to all external stakeholders b. Maintain a resource list of AAPI contacts c. Send periodic update all program office and regional contacts in EPA on news and activities related to this Initiative	Ongoing	AAPI Outreach Strategy is used effectively by EPA program and regional offices	\$0 A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of HR and Organizational Services Marla Hendriksson (202) 564-1897

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
2. AAPI liaison activities are fully integrated into existing Agency liaison activities	Office of Communications Liaison Staff provides standard outreach liaison services to the Administrator and Programs/Regions	October 2001	Public Liaison Officer provides timely and up-to-date information regarding AAPI community environmental interests	\$ TBD A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/>	Office of Communication Joe Sierra (202) 564-7849
3. Increase existing outreach strategies to recruit Asian Americans and Pacific Islanders (AAPIs) as members to OCEM-managed advisory committees	a. By the end of fiscal year 2002, the Office of Cooperative Environmental Management (OCEM) will create and/or utilize existing state-of-the-art outreach tools to recruit for diverse groups of potential federal advisory committee members, including Asian Americans and Pacific Islanders	a. December 2001	OCEM will increase its FY-01 baseline for AAPI membership	\$5,000 A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Cooperative Environmental Mgt. Mark Joyce (202) 564-9741
	b. Actively market the AAPI Resource Directory within EPA	b. Ongoing			Office of Enforcement and Compliance Assurance, Office of Environmental Justice Marva King (202) 564-2599
4. Identify staff and resources for AAPI initiative activities	Identify SEPM for AAPI to focus on implementing AAPI Initiative activities	September 2002, Ongoing	Staff identified & support for the Agency's National AAPI Heritage Month Celebration	\$0 A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/>	Office of Int'l Activities Nigel Simon (202) 564-6629

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
5. Keep vigilant about activities/issues that may adversely affect AAPIs according to the White House Initiative on AAPIs	a. Monitor reports, program office activities, communications, etc. to identify any activities/issues that may adversely affect AAPIs b. Notify management of activities/issues	Ongoing	Number of activities/issues identified	\$ TBD A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Prevention, Pesticides & Toxic Substances (OPPTS) Terri Stowe (OPP) (703) 305-6117; Anne Kim (OPPT) (202) 564-7631; and Inza Graves (OSCP) (202) 260-6900
6. Ensure that appropriate program staff are identified to support AAPI Initiative activities	Work with Divisions to identify key staff	Ongoing	Staff are assigned to work on AAPI Initiative activities	\$ TBD A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/>	Region 2 Office of Policy and Management Dana Williams (212) 637-3135
7. Renew regional management support and commitment to WHI-AAPI goals.	Brief senior managers collectively on WHI-AAPI status	Ongoing	Briefing completed	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 3 Cyndy Yu Robinson (215) 814-5557 Cynthia Burrows (215) 814-5326
8. Develop written Regional strategy for implementation of White House Initiative and present to Region 4 Executive Management Team	a. Prepare written Regional Implementation Strategy b. Present to EMT and get buy-in on action items c. Direct recruitment at AAPI colleges/universities	a. March 2003	a. Written strategy with specific actions b. Increased recruitment efforts for employment and internships	\$ TBD A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 4 Office of Civil Rights Michael V. Peyton Freda Lockhart Office of Policy and Management (404) 562-9738
9. Promote the diversity cultures awareness in the Region 5 workforce	Support R5's observance of Asian Pacific American Heritage Month (May 2003), and other cultural activities all year	September 2003	Diversity activities implemented (as resources permit)	\$2,500 A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 5 Office of Civil Rights Howard Pham (312) 353-2310

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
10. Maintain a vertical partnership between federal, state, and local agencies to discuss/resolve identified issues that effect AAPI communities	<p>a. Have a monthly conference call to discuss progress and issues/obstacles</p> <p>b. Meet AAPI partners and communities at a minimum once a year to continue the dialogue</p> <p>c. Establish more working groups, if needed, and identify leader/partners and their responsibilities</p>	Ongoing	Number of issues/obstacles that effect AAPI communities resolved	\$4,000 A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/>	Region 6 Office of Compliance Assurance and Enforcement Tai-ming Chang (214) 665-2210

STRATEGIC GOAL #2: Improve data collection, analysis and dissemination for Asian Americans & Pacific Islanders

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
1. Strengthen AAPI community analytical skills and their capacity to assess environmental and health conditions in their communities	<p>OEI/OIAA/EAD will provide technical assistance to AAPI organizations who partner with EPA's AAPI program in collecting data, analyzing data, preparing statistical reports and making the data usable and understandable</p> <p>OEI/OIAA/EAD will assist in responding to EPA AAPI program requests for demographic, environmental, economic, TRI and other data that are available from EPA and other federal/state government sources (e.g., 2000 Census data of AAPI populations by U.S. counties).</p>	On-going	Responses to requests	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Environmental Information Environmental Analysis Division Reggie Cheatham, (202) 260-3085
2. Coordinate data collection and provide visualization and mapping via Geographic Information System (GIS) tools to assist the AAPI community to better assess environmental and health conditions in their communities	OEI/OIC/DAB will assist in providing data collection, mapping and visualization to EPA AAPI program requests of their collected demographic, environmental, economic, TRI and other data that are available from EPA and other federal/state government sources	On-going	Complete pilots for data collection for updating annual mapping of appropriate data	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Environmental Information Data Acquisition Branch Gregory Gwaltney (202) 260-9532

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
3. Scope the possibility of convening a future Federal Interagency Environmental Justice Roundtable on AAPIs to identify environmental and public health-related issues that warrant more research and data collection	a. Establish a dialogue with federal agencies and other stakeholders b1. Convene an interagency and key stakeholders planning meeting b2. Determine next steps	Ongoing Ongoing (Resources permitting)	a. Key players and other stakeholders identified b. Lead agency (or agencies) and possible resource needs and commitments identified	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Enforcement and Compliance Assurance, Office of Environmental Justice Danny Gogal (202) 564-2597
4. Raise AAPI awareness of agency activities and intern opportunities	Develop cooperative agreements with a national AAPI organization to conduct outreach activities	September 2002	a. Potential cooperative agreements identified b. Plan for outreach activities developed	\$ TBD A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/>	Office of Int'l Activities Nigel Simon (202) 564-6629
5. Work with other EPA offices to assure the monitoring plan a developed for priority Persistent Bioaccumulative Toxicants (PBTs) reflects baselines affecting subsistence fisher populations, including AAPIs	Include AAPIs in subsistence fisher population group definition	September 2003	Inclusion of AAPI subpopulations in definition of subsistence fisher population group	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Pollution Prevention & Toxics Tom Murray (202) 564-8829

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
6. Reduce priority Persistent Bioaccumulative Toxicant (PBT) exposure of sensitive subpopulations of women and children and subsistence and recreational fishers, including AAPIs with outreach and education (e.g., fish advisories)	Include AAPI communities in the risk communication outreach efforts of the PBT Initiative	September 2003	Increase in the number of fish advisories specifically aimed at AAPI populations	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Pollution Prevention & Toxics Tom Murray (202) 564-8829
7. Continue work on an ad hoc basis with USDA, FDA and other gov't entities to address pesticide and food consumption issues that may adversely impact AAPIs	<p>a. Form an ad hoc cross-agency working group to address AAPI issues</p> <p>b. Identify key pesticide and food consumption issues that adversely affect AAPIs</p> <p>c. Consider future research and data collection activities with cross-agency cooperation to address AAPI issues (e.g., enhance the USDA food consumption survey; develop an FDA food survey on imported food)</p>	<p>a. Ongoing</p> <p>b. Ongoing</p> <p>c. Ongoing</p>	<p>a. Ad hoc meetings/discussions held</p> <p>b. Issues identified and raised to management in key agencies</p> <p>c. Develop plan for future research and data collection activities with cross-agency cooperation and provide adequate funding</p>	\$ TBD A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/>	Office of Prevention, Pesticides & Toxic Substances Contact - TBD
8. Provide routine newsletter containing information of interest to AAPIs	Prepare newsletter containing items of interest to AAPIs	Ongoing	Number of AAPIs on newsletter mailing list and feedback received from AAPIs	\$ TBD A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Prevention, Pesticides & Toxic Substances Terri Stowe (703) 305-6117

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
9. Raise awareness of available information on AAPI populations contained in national guidance for water quality criteria	a. Conduct video training for EPA regional staff on the national guidance for water quality criteria that includes the AAPI information	a. Beginning FY03	a. Two separate video courses conducted - one for eastern half of U.S., one for western half of U.S.	\$ TBD A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Water, Office of Science & Technology Bill Kramer (202) 260-5824
	b. Record the video training and disseminate to interested AAPI stakeholders	b. Beginning FY03	b. Video cassette produced and disseminated		
10. Issue guidance to states, tribes and medical providers on improving communication on risks of eating contaminated fish to AAPI subsistence fishers	a. Distribute outreach materials to the U.S. medical community in multiple languages (including AAPI) about reducing exposure to contaminants in subsistence caught fish	a. September 2003	a. Distribution of materials at a national medical conferences.	\$250,000 A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/> (Budget estimated for entire community outreach project)	Office of Water, Office of Science & Technology Jeffrey Bigler (202) 260-1305
	b. Maintain the <i>National Listing of Fish and Wildlife Advisories</i> which includes information on waters frequented by subsistence populations, including AAPI communities	b. December 2003	b. Maintain accurate listing of all advisories of the U.S.		
	c. Ensure opportunity for AAPI community representatives to participate in the <i>National Forum on Contaminants in Fish</i> to discuss issues related to communicating health risk information unique to AAPI populations	c. June 2003	c. Participation by AAPI community representatives at the Forum		

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
11. Continue outreach efforts to AAPI communities	Coordinate with AAPI community organizations to conduct outreach activities	Ongoing	a. Community groups are identified b. Outreach activities planned	\$ TBD A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/>	Region 2 Office of Policy and Management Dana Williams (212) 637-3135 AAPI Employment Manager Contact - TBD Communications Division Contact - TBD
12. Inventory all available environmental health data sets pertinent to AAPIs	Contact state and local governments about existing outreach programs, environmental health data sets for AAPIs	Ongoing	Inventory of available data sets	\$ TBD A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 3 Cyndy Yu Robinson (215) 814-5557 Joan Schafer (215) 814-5143 Carol Febbo (215) 814-2076
13. Support Dry Cleaners Initiative	Work with Business Assistance Center on compliance, health, and soil/water quality info relating to dry cleaners	Ongoing	Meetings with Korean Dry Cleaners Association in Philadelphia, DC, and Baltimore	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 3 Dave Byro (OEI) (215) 814-5563

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
14. Support AAPI Asthma and Lead Initiative	<p>a. Work with EPA regional Asthma coordinator on asthma education for urban AAPIs</p> <p>b. Work with City of Philadelphia lead consortium to enhance education efforts on lead amongst AAPIs (Asian language materials already exist and AAPI social workers already on board)</p> <p>c. Review dissemination of Asthma outreach materials to AAPI health clinics to ensure all goals have been met</p> <p>d. Provide status to impacted regional program offices</p>	October 2002	Outreach materials disseminated to AAPI communities	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 3 Darice Ellis (215) 814-2024 Joan Schafer (215) 814-5243
15. Raise EMT awareness of Regional AAPI population in Region 4 and environmental health issues pertinent to AAPI communities	Prepare report of findings from FY 2002 and include in report to EMT	March 2003	Report completed	\$ TBD A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 4 Office of Civil Rights Michael V. Peyton Freda Lockhart Office of Policy and Management (404)562-9738
16. Tap into any National agency activities and funding opportunities	Keep abreast of national cooperative agreements with AAPI organizations and conduct outreach activities in Region 4 to educate communities about these agreements	October 2003	Plan for outreach activities developed	\$ TBD A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 4 Office of Civil Rights Michael V. Peyton Freda Lockhart Office of Policy and Management (404) 562-9738

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
17. Establish a working relationship with USDA, FDA, and other government entities to address pesticide and food consumption issues that may adversely impact AAPI communities	<p>a. Form a cross-agency working group to address AAPI issues</p> <p>b. Identify key pesticide and food consumption issues that may adversely affect AAPI communities</p>	September 2003	<p>a. Participated in the EPA/FDA/USDA workgroup in HQ</p> <p>b. Issues identified</p>	<p>\$3,000</p> <p>A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/></p> <p>B/New <input checked="" type="checkbox"/> B/Cont. <input type="checkbox"/></p>	<p>Region 5</p> <p>Office of Civil Rights</p> <p>Howard Pham</p> <p>(312) 353-2310</p>
16. Disseminate information to AAPI partners and communities	<p>a. Coordinate information on government agencies to be published in AAPI Yellow Pages</p> <p>b. Host an AAPI community fair to inform the community about the AAPI Initiative, EPA programs and services available for them</p>	<p>a. Ongoing</p> <p>b. March 2003</p>	<p>a. Number of AAPI Yellow Pages that includes the government information</p> <p>b. A community fair is organized for AAPI community</p>	<p>\$3,000</p> <p>A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/></p> <p>B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/></p>	<p>Region 6</p> <p>Lisa Pham</p> <p>(214) 665-8326</p> <p>Paula Flores-Gregg</p> <p>(214) 665-8123</p>
18. Continue outreach activities to AAPI communities in Region 7	<p>a. Determine the concerns and needs of Kansas City AAPI community</p> <p>b. Work with AAPI leaders to fulfill environmental needs (e.g., disseminate requested environmental information in English and other community languages)</p>	<p>a. Ongoing</p> <p>b. March 2002 and Ongoing</p>	<p>Information disseminated to AAPI communities</p>	<p>\$ TBD</p> <p>A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/></p> <p>B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/></p>	<p>Region 7</p> <p>Contact - TBD</p>

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
19. Support public outreach and education efforts to increase awareness and understanding of the existing advisories on consumption of fish caught in this area and related fishing restrictions in the Palos Verdes Shelf Superfund Site	Provide funding to state, county and local agencies and community-based organizations to develop a public education campaign in a variety of languages (Korean, Tagalog, Khmer, Vietnamese, Chinese, English, and Spanish) and targeted to subsistence fishers, mom and pop markets, restaurant owners and commercial fisherman throughout Los Angeles and Long Beach (Campaign includes participation by AAPI community-based organizations to develop outreach materials for AAPIs)	Ongoing (10-year program)	Funding provided	\$ 7.8 M (over 10 years) A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/> (Budget estimated for entire community outreach project)	Region 9 Fred Schauffler (415) 744-2359
20. Continue to provide culturally and linguistically appropriate outreach to AAPI communities near Superfund sites in Region 9	Produce outreach materials in various AAPI languages to inform, educate, and involve communities living near Superfund sites	Ongoing	Outreach materials published	\$ 0 A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 9 Community Involvement Office Debbie Schechter (415) 744-2178
21. Address the illegal urban pesticide products through enforcement actions against companies selling or distributing illegal household pesticides, and by raising public awareness of these products (the products are largely found in markets frequented by AAPIs)	Outreach to AAPIs, including distribution of "Insecticide Chalk" brochures (translated into Vietnamese, Spanish, and Chinese)	Ongoing	Outreach provided to communities	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 9 Rachel Turner (415) 744-1068

STRATEGIC GOAL #3: Ensure access, especially linguistic access and cultural competence, for Asian Americans and Pacific Islanders

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
1. Focus efforts on increasing the representation of AAPIs in the applicant pool	Continue to target recruiting primarily through AAPI organizations, recruitment fairs, and contacts in universities with large AAPI populations	Ongoing	Vacancy announcements distributed; recruitment fairs attended	\$ TBD A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/>	Office of HR and Organizational Services Judith King (202) 260-3310
2. Identify tools and resources to support implementation of translation and interpretation protocol	a. Share existing regional and programmatic tools across EPA	a. Jan 2003	a. List of existing resources is developed and made available to programs and regions	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Communication Joe Sierra (202) 564-7849
	b. Identify software and services that can be used by programs and regions for interpretation and/or translation	b. Jan 2003	b. Translation software and interpretation services provided to regions/programs		
3. Improve outreach and information provided to limited English proficient (LEP) persons related to OCR External Compliance Program	Translate portions of the OCR website related to the External Compliance Program	September 2003	Portion of the OCR website are made available in languages other than English	A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Civil Rights Tom Born (202) 564-7272

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
4. Ensure access to EPA's electronically-available information resources for AAPI communities	<p>a. OEI/OIAA/IAD will provide technical support for AAPI web site "usability" testing so that members of the AAPI community gain access to EPA information resources</p> <p>b. OEI/OIAA will promote the availability of EPA information resources to AAPI communities (both technical and general interest audiences – e.g., provide outreach to AAPI communities about the availability of "Window to My Environment" when it becomes available nationwide in December, 2001).</p>	On-going	<p>a. Usability testing sessions</p> <p>b. Promotion events</p>	<p>\$ TBA</p> <p>A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/></p> <p>B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/></p>	<p>Office of Environmental Information Information Access Division Vipul Bhatt (202) 260-1350</p> <p>Office of Environmental Information Information Access Division Tom Maloney (202) 260-2234</p>
5. Continue to support outreach materials dissemination to Korean-American community to make results from the Design for the Environment Program's garment care project available to the community	Make Korean language materials available in garment care industry	September 2003	Number of Korean-American garment care establishments receiving materials or participating in workshops	<p>\$ TBD</p> <p>A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/></p> <p>B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/></p>	Office of Pollution Prevention and Toxics Cindy Stroup (202) 564-8799
6. Support Region 6 and community organization efforts to provide Lead Information to the Vietnamese community	Disseminate a Vietnamese translation of the lead brochure "Protect Your Family from Lead in your Home"	September 2003	Number of Vietnamese-translated Lead brochures distributed	<p>\$ TBD</p> <p>A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/></p> <p>B/New <input checked="" type="checkbox"/> B/Cont. <input type="checkbox"/></p>	Office of Pollution Prevention and Toxics Denise Wright (202) 260-2351

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
7. Continue to identify currently available government, non-profit, and private resources for providing non-English speaking members of targeted AAPI communities with access to toxic chemical and pesticide safety help in their language and identifying possible new mechanisms for meeting resource and translation needs to non-English speakers	<p>a. Update inventory of existing public resources (within EPA, other Agencies, and in the non-profit arena) providing AAPI communities with health and safety information</p> <p>b. Allocate funds for AAPI translation services</p>	<p>a. Ongoing</p> <p>b. October 2003</p>	Continual updating of inventory list and provide schedule for translating additional information into AAPI languages	<p>\$ TBD</p> <p>A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/></p> <p>B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/></p>	Office of Prevention, Pesticides & Toxic Substances (OPPTS) Charles Franklin (OPP) (703) 305-5017; Tom Lavery (OPPT) (202) 260-0768; and Inza Graves (OSCP) (202) 260-6900
8. Institutionalize and update communication strategy for outreach to Special Emphasis Communities, including AAPI communities	<p>a. Continue to identify AAPI subpopulations at risk from pesticide related exposure or otherwise in need of basic pesticide health and safety information and determine special factors affecting appropriate dissemination approaches to these communities</p> <p>b. Continue funding resources for FY2003</p>	<p>a. Ongoing</p> <p>b. October 2002</p>	<p>a. Communication Strategy institutionalized and document is continually updated</p> <p>b. Necessary resources allocated</p>	<p>\$ TBD</p> <p>A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/></p> <p>B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/></p>	Office of Prevention, Pesticides & Toxic Substances (OPPTS) Charles Franklin (OPP) (703) 305-5017; Tom Lavery (OPPT) (202) 260-0768; Inza Graves (OSCP) (202) 260-6900 and Ongoing support from AAPI SEPMS
9. Improve communication of clean-up activities in all areas affected by hazardous waste sites	<p>a. Provide outreach to all communities</p> <p>b. Translate materials (e.g., fact sheets, advisories, and posted warning signs) into AAPI languages</p>	Ongoing	<p>Convened meetings with AAPI interpreter</p> <p>Documents translated</p>	<p>\$ TBD</p> <p>A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/></p> <p>B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/></p>	Office of Solid Waste & Emergency Response Bruce Engelbert (703) 603-8711

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
10. Increase outreach regarding innovative technologies used to characterize hazardous waste sites and to help clean up sites	<p>a. Provide outreach to all communities</p> <p>b. Translate materials (e.g., fact sheets, advisories, and posted warning signs) into AAPI languages</p> <p>c. Improve the distribution of technical documents to AAPI businesses</p>	As resources permit	Documents translated	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Solid Waste & Emergency Response Jeff Heimerman (703) 603-7191
11. Increase public involvement and consumer awareness	Instruct community water systems to make information available about the importance of the annual water quality reports; water systems with a large proportion of non-English-speaking population are required to include information in the appropriate language, or contain a telephone number where residents may obtain a translated copy of the report	September 2003	Information made available in AAPI languages (as needed)	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Water Contact - TBD
12. Increase AAPI community awareness of environmental health issues involving drinking water systems	Translate outreach documents into AAPI languages (as needed)	July 2002	Outreach documents identified for translation	\$ TBD A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/>	Office of Water Contact - TBD
13. Continued regional guidance and support to EPA website regarding access to linguistically translated federal regulations and environmental outreach materials	Continued assistance to ensure constituencies are accessing information website	Ongoing	Track regional inquiries for measurable constituency usage	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 1 Office of Civil Rights Suzanne Bairos Stephen Griffin Kathleen Castagna (617) 918-1982

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
14. Ensure that there is Ongoing dialogue with regional Asian American communities	Continue to provide community group leaders with information about environmental issues in their communities. Ensure that appropriate documents are translated into Asian languages, as necessary	Ongoing	Information is disseminated to community	\$ TBD A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/>	Region 2 Office of Policy and Management Dana Williams (212) 637-3135
15. Identify environmental outreach materials for translation in 5 major Asian languages	<p>a. Review FY 2002 data to ensure goals were met with program offices and states. Check status of documents in Regional Public Info Ctr (PIC)</p> <p>b. Develop communication strategy to ensure continued dissemination of information to community through the PIC</p> <p>c. Work with community leaders to ensure dissemination of information</p>	<p>a. November 2002</p> <p>b. January 2003</p> <p>c. Ongoing</p>	<p>a. Report on available materials to region and community</p> <p>b. Strategy signed by Regional Administrator</p>	\$ TBD A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 3 Cyndy Yu Robinson (215) 814-5557
16. Continue outreach to Asian American communities within Region 4	<p>a. Identify through use of GIS communities in Region 4 with large Asian American populations</p> <p>b. Implement outreach strategy</p> <p>c. Hold at least one training workshop with AAPI community</p>	October 2002 - September 2003	Increase in number of AAPIs participating in workshops	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/>	Region 4 Office of Civil Rights Michael V. Peyton Freda Lockhart Office of Policy and Management (404) 562-9738

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
17. Tap into any National effort to translate environmental information for use in Asian language media	Maintain contact with Headquarters and get copies of any environmental information that has been translated into Asian language	September 2003	Information disseminated to communities	\$ TBD A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 4 Office of Civil Rights Michael V. Peyton Freda Lockhart Office of Policy and Management (404) 562-9738
18. Increase dialogue with the regional AAPI community leaders	Provide Asian American Leaders with spectrum of urban environmental issues impacting their constituents	September 2003	Information disseminated to the AAPI community	\$1,500 A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input checked="" type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 5 Office of Public Affairs Elissa Speizman (312) 353-2073
19. Continue to build relationships with AAPI community groups and other AAPI organizations	Maintain contact lists with AAPI community groups, and participate in the Asian American Coalition of Illinois Conference	September 2003	Up-to-date the AAPI contact list, and actively participate in Asian American Coalition Conference	\$ TBD A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 5 Office of Civil Rights Howard Pham (312) 353-2310
20. Develop a regional outreach program to provide AAPI communities with health and safety information	Identify currently available EPA public resources for providing non-English speaking members of targeted AAPI communities with access to toxic chemical and pesticide safety help in their language	September 2003	Currently available EPA public resources will be mailed to AAPI communities within Region 5	\$1,000 A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input checked="" type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 5 Office of Public Affairs Elissa Speizman (312) 353-2073
21. Identify possible new mechanism for meeting resource and translation needs to non-English speaking members of AAPI communities	Utilize the translation and interpretation service contract to better communicate environmental and health issues to persons with limited English proficiency	September 2003	Contract awarded (as resources permit)	\$10,000 A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input checked="" type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 5 Office of Public Affairs Elissa Speizman (312) 353-2073

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
22. Coordinate within Region 5 and relevant AAPI communities to reduce use of illegally imported Chinese chalk at homes	Make the mis-used prevention materials on the Chinese chalk available in relevant languages. Develop partnerships with AAPI communities and Region to distribute materials in at risk communities	September 2003	a. Contract awarded in translate the prevention materials (as resources permit) b. Reduction in use of Chinese chalk and related cases of poisoning	\$5,000 A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 5 Office of Civil Rights Howard Pham (312) 353-2310
23. Increase dialogue with AAPI communities	a. Work with AAPI leaders to address their communities' issues b. Visit AAPI communities to listen to their concerns	Ongoing	Number of issues/obstacles that effect AAPI communities resolved	\$3,000 A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/>	Region 6 Office of Compliance Assurance and Enforcement Tai-ming Chang (214) 665-2210
24. Increase linguistic access for AAPI communities	a. Help AAPI partners translating government brochures/pamphlets into AAPI language(s) b. Distribute EPA publications translated in AAPI languages to the community	Ongoing	a. Number of brochures/pamphlets translated into AAPI languages b. Number of EPA publications distributed to AAPI communities	\$ TBD A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/>	Region 6 Lisa Pham (214-665-8326)

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
25. Continue outreach activities to AAPI communities in Region 7	<p>a. Determine the concerns and needs of Kansas City AAPI community</p> <p>b. Work with AAPI leaders to fulfill environmental needs (e.g., disseminate requested environmental information in English and other community languages)</p>	Ongoing	Information disseminated to AAPI communities	\$ TBD A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/>	Region 7 Contact - TBD
26. Establish a directory of Region 9 staff who can provide oral or written translation in AAPI languages	<p>a. Work with Region 9 APAC to identify employees with AAPI translation skills</p> <p>b. Create database</p>	<p>a. November 2002</p> <p>b. March 2003</p>	<p>a. Staff identified</p> <p>b. Database created</p>	\$ TBD A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input checked="" type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 9 Patricia Bowlin (415) 744-1188
27. Promote public awareness of EPA's resources in Hawaii and the Pacific Islands	<p>a. Establish a contact point and liaison between EPA and the State of Hawaii and other Pacific Islands</p> <p>b. Connect the Hawaii news media with EPA staff</p> <p>c. Conduct outreach to Hawaii schools, colleges and community groups and participates in environmental events</p>	Ongoing	Outreach provided to community	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 9 Pacific Islands Contact Office Vicki Tsuhako (808) 541-2721
28. Outreach to AAPI media	<p>a. Utilize and update the AAPI Media database</p> <p>b. Include an AAPI Media event as part of AAPI Heritage Month celebrations</p>	Ongoing	AAPI Media event during AAPI Heritage Month	\$ TBD A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/>	Region 9 Office of Public Affairs Jovita Pajarillo (415) 744-1540

STRATEGIC GOAL #4: Protect civil rights and equal opportunity for Asian Americans & Pacific Islanders

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
1. Focus efforts to increase the recruitment of AAPIs for the ECO Intern Program	Encourage recruitment into the ECO program at AAPI-serving institutions and organizations	Ongoing	Increase in the diversity of the applicant pool	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/>	Office of Enforcement and Compliance Assurance, Office of Environmental Justice, Renee Goins (202)564-2598
2. Continue to raise the awareness of the diversity of EPA employees in order to create a productive and harmonious workplace environment	Work with the Office of Civil Rights and OECA programs to support the APA SEPM and the annual Asian Pacific American Heritage Month	May 2003	APA Heritage Month activities held	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/>	Office of Enforcement & Compliance Assurance Beverly White (202) 564-2482
3. Increase participation of AAPI candidates for available Internships	Develop recruitment database that forwards information about internships to university career placement offices	September 2003	Increase in number of successful applicants	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/>	Office of the Inspector General Office of Mission System John Mullins (202) 260- 5999
4. Increase outreach to prospective AAPI applicants for employment and advancement	a. Outreach activities in Universities with high AAPI populations b. Send job announcements to AAPI organizations such as FAPAC c. Encourage AAPI participation in workgroups, special assignments, etc.	Ongoing	a. Increase in number of AAPI applicants for vacancies b. Increase in opportunities for advancement to ranks GS 13 and above	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of the Inspector General Office of Mission System John Mullins (202) 260- 5999

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
5. Promote EPA economic opportunities with AAPI business enterprises	a. Host a business counseling workshop b. Provide increased opportunities for one-on-one counseling sessions with AAPI business owners c. Participate in business fairs sponsored by AAPI Chambers of Commerce and Supplier Councils	a. May 2003 b. Ongoing c. Ongoing	a. Number of AAPI attendees b. Verify number of one-on-one counseling sessions with AAPI firms c. Increase number of business fairs attended by OSDBU	\$ TBD A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/>	Office of Small and Disadvantaged Business Utilization Myrna Mooney (202) 564-4386
6. Analyze the disparity in the share/ratio of awards for AAPI employees in the agency	a. Encourage Diversity Action Plan committees to address lack of awards and promotions for AAPI employees b. Include SEPMs work plan the analysis of ratio of awards and dollar distribution and promotions given to AAPI employees for last 2-3 years to see the pattern c. If it is concluded that there is disparity in the award distribution ratio and promotions for AAPIs, discuss this disparity with Management and Human Resource Officer and Award Board, and find ways to eliminate this disparity	Ongoing	a. Improvement in the ratio of awards and dollar values given to AAPIs b. Elimination of barriers which prevent employees from receiving equal opportunity and fairness in the work place	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Civil Rights Versha Kumar (202) 564-7283

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
7. Support EPA's observance of Asian Pacific American Heritage Month to advance the AAPI Program and its contribution to the overall the mission of the agency	<p>a. Plan and implement activities to highlight the contributions of AAPI groups in all facets of American life and society in genera</p> <p>b. Use these activities to educate, fight stereotypes & discrimination, announce new initiatives and programmatic goals, address substantive issues</p> <p>c. Bring the concerns of ethnic communities to the attention of policymakers</p>	Ongoing	Meaningful APA Heritage Month activities planned and completed	A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Civil Rights Versha Kumar (202) 564-7283
8. Promote the potential for AAPI employees to compete for supervisory and managerial positions and for SES candidates	<p>a. Urge program and regional offices to advertise high visibility assignments and select competitively</p> <p>b. Increase awareness and encourage AAPI employees to apply for managerial positions</p> <p>c. Provide managerial and leadership skill building and training opportunities including SES Career Development Program (CDP), mentoring and high visibility assignments</p>	Ongoing	<p>a. AAPI employees apply and compete for SES CDP</p> <p>b. AAPI competitively selected for CDP</p>	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Civil Rights Versha Kumar (202) 564-7283

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
9. Improve managers' awareness of equal employment opportunity concepts and responsibilities to enhance communication with AAPIs and all other employees in the agency	Effectively utilize the Equal Employment Opportunity Training Initiative to educate and enhance managers' knowledge and responsibilities in regards to equal employment opportunity	Ongoing	Decrease in behavioral related and non-selection for positions because of desperate treatment complaints	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Civil Rights Carolyn Davis (202) 564-7272
10. Conduct outreach and recruitment activities to universities/colleges with high AAPI populations and other AAPI serving institutions to promote diversity	Request contact persons from universities/colleges with high AAPI populations in order to provide EPA recruitment and grant/fellowship announcements for them	Ongoing	a. Number of AAPI serving institution contact persons b. Increase in # of AAPI candidates for internships, employment, and grants/fellowships	\$ TBD A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Prevention, Pesticides & Toxic Substances (OPPTS) Terri Stowe (OPP) (703) 305-6117; Anne Kim (OPPT) (202) 564-7631; and Inza Graves (OSCP) (202) 260-6900
11. Identify and provide training opportunities to boost the skills AAPI employees need to advance in their careers	a. Identify/disseminate career enhancing training opportunities for AAPIs b. Arrange training c. Fund training	a. Ongoing b. Ongoing c. October 2002	a. Dissemination of training information b. Number of training sessions c. Amount of funding available for training	\$2,500 A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Prevention, Pesticides & Toxic Substances (OPPTS) Terri Stowe (OPP) (703) 305-6117; Anne Kim (OPPT) (202) 564-7631; and Inza Graves (OSCP) (202) 260-6900
12. Participate in monthly meetings with other AAPI SEPMs on issues affecting constituents	Work with OCR to participate in monthly meetings with other AAPI SEPMs and provide agenda items and constituent concerns	Monthly	Meeting minutes and # of AAPI issues addressed	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Prevention, Pesticides & Toxic Substances (OPPTS) Terri Stowe (OPP) (703) 305-6117; Anne Kim (OPPT) (202) 564-7631; and Inza Graves (OSCP) (202) 260-6900

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
13. Maintain and update career/diversity-related resources libraries	a. Maintain and update resource materials b. Allocate funds for to maintain resource library	a. Ongoing b. October 2003	Maintain records on types of information being requested/ borrowed and # of users	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Prevention, Pesticides & Toxic Substances (OPPTS) Terri Stowe (OPP) (703) 305-6117; Anne Kim (OPPT) (202) 564-7631;and Inza Graves (OSCP) (202) 260-6900
14. Continue to raise the awareness of the diversity of EPA employees in order to create a productive and harmonious workplace environment	a. Work with the offices and regions to observe the annual Asian Pacific American Heritage Month b. Work with the Asian Pacific American Council to organize diversity programs and activities	a. May 2003 b. Ongoing	Increase in attendance/ participation of non-AAPI employees at Asian Heritage Month Activities	\$500 A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Prevention, Pesticides & Toxic Substances (OPPTS) Terri Stowe (OPP) (703) 305-6117; Anne Kim (OPPT) (202) 564-7631;and Inza Graves (OSCP) (202) 260-6900
15. Prevent and address releases from underground storage tanks (UST)	a. Clean-up leaking UST contamination in AAPI communities b. Promote compliance with EPA and State requirements for leak detection and the upgrading, replacing, or closure of substandard tanks	Ongoing	Reduce or control the risk to human health and the environment at UST sites	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Solid Waste & Emergency Response Lee DePont (703) 603-7148
16. Address and respond to areas affected by hazardous waste contamination	a. Clean-up and provide technical assistance on hazardous waste sites b. Promote safe management of hazardous waste	Ongoing	a. Reduce or control the risk to human health and the environment at hazardous waste sites	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Solid Waste & Emergency Response Barbara Roth (703) 308-7890

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
17. Enrich the diversity pool of eligible candidates for employment for Office of Water jobs	a. Continue to expand and recruit a diverse field of applicants for vacancies b. Distribute job announcements widely to AAPI networks c. Work with Special Emphasis Program managers and Human Resources contacts to promote diversity in the workforce arena	Ongoing	Increase in the diversity of applicants for Office of Water job vacancies	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Water Sam Bryant (202) 260-9435
18. Increase AAPI awareness of summer internship opportunities	a. Contact universities and colleges with large AAPI populations for recruitment and outreach strategies b. Communicate with HR contacts for recruitment and outreach of summer interns	Ongoing	Increase in the number of AAPI applicants for summer internships	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Water Sam Bryant (202) 260-9435
19. Analyze marketing outreach activities to universities and colleges with targeted population of AAPIs for further enhancements	a. Spot check demographics to insure accuracy and update with additional outreach activities b. Meet with identified AAPI (from outreach efforts) and Partners in Equality to identify needs that can be met to recruitment activities	October 2002 November 2002	Measure demographics for increase/decrease of collegian AAPI population	\$ TBD A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/>	Region 1 Office of Civil Rights Stephen Griffin Suzanne Bairos (617) 918-1982
20. Institutionalize best management practices for career enhancement for AAPI	Promote mentor program participation; skills training; career planning to meet SES program criteria	Ongoing	Increase AAPI participation in ongoing training activities	\$ TBD A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 1 Office of Civil Rights Stephen Griffin Suzanne Bairos (617) 918-1982

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
21. Continue to ensure that guidance is disseminated to AAPI recipients of federal financial assistance their rights under Title VI of the 1964 Civil Rights Act as amended	a. Make information available on the Region's web page b. Answer questions, as necessary	Ongoing	Number of Title VI complaints filed	\$ TBD A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/>	Region 2 Office of Policy and Management Dana Williams (212) 637-3135 Melva Hayden (212) 637-3230
22. Increase AAPI visibility in Regional activities	Work with EEO Manager, HR, Strategic Planning to ensure AAPIs are included in selection processes for Regional workgroups, special assignments, etc.	Ongoing	Increased participation of AAPIs in Regional activities	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 3 Cynthia Burrows (215) 814-5326
23. Promote AAPI recruitment of for employment pipeline	Ensure colleges and universities with high concentration of AAPIs are included in EZHire job openings mail list	Ongoing	Systematic distribution of job openings	\$ TBD A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 3 Cheryl Talbot (215) 814-5335
24. Promotion of training and career development opportunities amongst AAPI employees on board	Work with HR, and senior managers to promote SES Candidate Development Program, APAC activities, and awareness and involvement in WHI-AAPI	Ongoing	Increased training and career opportunities for AAPIs	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 3 Cynthia Burrows (215) 814-5326
25. Increase knowledge of Title VI complaints in AAPI communities	Work with National Office of Civil Rights in identifying Title VI complaints in Region 4	March 2003	Title VI cases identified	\$ TBD A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 4 Office of Civil Rights Michael V. Peyton Freda Lockhart (404) 562-9738

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
26. Enrich the diversity in the pool of eligible candidates for employment, participation in workgroups, special assignments, etc.	Work with Office of Civil, HR, EEO Manager, and Diversity Action Plan Committee to promote and widely announce competitive opportunities	September 2003	a. Increase in number of AAPI applicants for employment b. Increase in number of AAPI candidates for workgroups, special assignments, etc.	\$1,000 A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 5 Office of Civil Rights Levester Spearman (312) 886-3544 Howard Pham (312) 353-2310
27. Develop an outreach mechanism to inform AAPI students/graduates about their opportunities with EPA	a. Host a career day at a predominantly AAPI populated middle school to promote a career with EPA, and as well as other federal agencies b. Advertise EPA positions in the AAPI media (newspaper, radio) c. Educate AAPI students on how to use EPA's and OPM's websites for job search	a. May 2003 b. On going c. On going	a. A career day is organized for AAPI middle school b. Number of AAPIs hired c. Number of AAPI students hired	\$2,000 A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input checked="" type="checkbox"/> B/Cont. <input type="checkbox"/> \$2,000 A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/> \$2,000 A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/>	Region 6 a. Paula Flores-Gregg (214) 665-8123 b. External Affairs and Management Divisions Contact - TBD c. External Affairs and Management Divisions Contact - TBD
28. Encourage AAPI employees in Region 7 to participate in management-type training (mid-level, SES CDP, etc.)	Keep AAPI employees in Region 7 aware of available training opportunities	Ongoing	Increased numbers of AAPIs attending training	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 7 Office of Regional Counsel Alex Chen Phone (913) 551-7962
29. Continue to support Region 9 AAPI employees	a. Designate an AAPI SEPM position in the Region 9 OCR b. Management sponsorship of Region 9 APAC events	Ongoing	a. AAPI SEPM position designated b. Management supports APAC	\$ TBD A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/>	Region 9 Patricia Bowlin (415) 744-1188

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
30. Provide assistance to R9 employees for whom English is a second language	a. Establish an English Coaching Program b. Provide ESL and English Grammar books and audio/visual materials available in the R9 library	Ongoing	Ongoing	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 9 Lea Weinstein (415) 744-1545
31. Outreach and recruitment to the Asian American and Pacific Islander community	a. Work with OCR, APA SEPM, and APAC to inform AAPI organizations of vacancies b. Identify additional AAPI resources and organizations for outreach/recruitment	Ongoing	a. AAPI organizations notified of vacancies b. Additional AAPI resources and organizations identified	\$ 0 A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 9 Karen Nelson (415) 744-2299

STRATEGIC GOAL #5: Strengthen and sustain Asian American & Pacific Islander community capacity

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
1. Provide EJ documents in AAPI languages	Update EJ materials in select AAPI languages as needed	Ongoing	Have all materials available on request	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Enforcement and Compliance Assurance, Office of Environmental Justice Marva King (202) 564-2599
2. Increase dialogue with national, regional, and local Asian American leaders	Co-sponsor AAPI Stakeholder Meeting/Consultation	November 2002	AAPI leaders meet with EPA leaders in a public forum	\$ TBD A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Communication Joe Sierra (202) 564-7849
3. Increase capacity for sharing timely, pertinent environmental information with AAPI communities	Use results of AAPI Stakeholder Meeting/Consultation to develop tools for expanding existing community communications tools	January 2003	More timely information is disseminated to AAPI communities	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Communication Joe Sierra (202) 564-7849
4. Develop a DfE voluntary partnership with the nailcare industry to help businesses integrate environmental concerns with everyday decision-making on cost and performance to reduce the risk of chemicals to workers, communities, and the environment	a. Develop a baseline of current and best shop practices in the nail salon	a. January 2003	a. Number of salon owners/ workers attending EPA workshop	\$ TBD A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input checked="" type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 6 Tai-Ming Chang (214) 665-2210 Lisa Pham (214) 665-8326 Office of Pollution Prevention and Toxics Carol Hetfield (202) 564-8792
	b. Develop technical and outreach strategies to address incentives and barriers to adopting cleaner, safer practices	b. March 2003	b. Number of salons implementing EPA recommendations		
	c. Develop a Nail Salon Outreach Campaign to educate AAPIs working at this industry about the risk of chemicals used for their daily job routine		c. Number of radio broadcasts or newspaper adds on the subject		

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
5. Continue to request information from or participate in EPA AAPI communities outreach activities that pertain to toxic chemical and pesticide-related outreach needs, and develop strategies to meet address these needs	a. Continue to receive information or participate in EPA AAPI community outreach activities b. Report findings to management c. Give feedback to AAPI communities	September 2003	Reports on AAPI outreach meetings given to management	\$1,000 A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Prevention, Pesticides & Toxic Substances (OPPTS) Terri Stowe (OPP) (703) 305-6117; Tom Lavery (OPPT) (202) 260-0768 and Anne Kim (OPPT) (202) 564-7631; and Inza Graves (OSCP) (202) 260-2611
6. Work with business owners in the US to translate RCRA focus issue on Dry Cleaners in Korea	Make Korean language materials available in Dry Cleaning Business	TBD	Number of Korean dry cleaning businesses receiving materials and/or participating in workshops	\$ TBD A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Office of Solid Waste & Emergency Response Barbara Roth (703) 308-7890
7. Assess continued community feedback on environmental, public health and other environmental AAPI related issues	Ongoing dialog with AAPI community organizations and continued assist with environmental issues and impact	Ongoing	Continued meetings w/AAPI community organizations and provide input to identified local issues/impacts.	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 1 Office of Civil Rights Suzanne Bairos Stephen Griffin Kathleen Castagna (617) 918-1982
8. Assist local AAPI families and communities with concerns and issues on environmental exposures which may cause family illness	Develop outreach mechanism to educate AAPI parents and children about the risk of pesticide, chalk, indoor radon, contaminated lead-based paint, second-hand smoke, and indoor air problems	October 2003	Number of families reached and receiving information.	\$ TBD A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 1 Office of Civil Rights Suzanne Bairos James Younger Kathleen Castagna (617) 918-1982

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
9. Continue to assist communities to become aware of and make informed decisions about environmental exposures which may cause illnesses in their offices	Conduct training to inform AAPI communities about environmental risks, such mercury and lead poisoning, PCB contamination, diesel exhaust emissions, etc.	Ongoing, as necessary	a) number of families/community groups reached; b) number of community members trained to address issues.	\$ TBD A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/>	Region 2 Terry Wesley (212) 637-5027
10. Continue dialogue with Regional Asian American leaders	Contact key community leaders identified in FY 2002 to discuss additional needs for environmental information	Ongoing	Updated resource directory of API leaders provided to senior managers	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 3 Cyndy Yu Robinson (215) 814-5557
11. Promote minority-owned business opportunities	Hold minority business fair	April 2003	Minority Business Fair occurs	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 3 Cyndy Yu Robinson (215) 814-5557 Romona McQueen (215) 814-5155
12. Expansion of outreach efforts to universities with large AAPI population	Identify universities with large AAPI population and begin dialogue for developing at least one Regional Memorandum of Understanding	September 2003	a. Attend at least one AAPI Career Fair b. Speak at one local AAPI Professional Association Meeting	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 4 Office of Civil Rights Michael V. Peyton Freda Lockhart (404) 562-9738

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
13. Encourage the participation of technically competent AAPIs in EPA Federal Advisory committees	<p>a. Compile a list of known professional, environmental/health, community, business, and other organizations and contacts in an AAPI resource directory</p> <p>b. Increase the AAPI community awareness of EPA's Federal Advisory committees and encourage them to get involved in the Agency's Environmental decision making process</p> <p>c. Make the AAPI resource directory readily available to the designated Federal officials in charge of recruiting and selecting members for Federal Advisory committees (as resources permit)</p>	September 2003	Increase in the number of AAPI candidates to join Federal Advisory Committees	\$1,500 A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input checked="" type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 5 Office of Civil Rights Howard Pham (312) 353-2310
14. Help AAPI families and communities make informed decisions concerning environmental exposures which may cause illnesses in their children	Develop an outreach mechanism to educate AAPI parents and children about the risk of pesticide chalk, indoor radon, contaminated lead-based paint, second-hand smoke, and indoor air problems	Ongoing	Number of AAPI families educated about these subjects	\$ TBD A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/>	Region 6 Evelyn Daniels (214) 665-7543

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
15. Develop an EPA compliance assistance community outreach program to increase AAPIs awareness and understanding of EPA regulations, as well as improving their health and environmental conditions	<p>a. Conduct radio talk shows and/or commercial segments on water, air, and toxic waste issues on AAPI radio stations</p> <p>b. Award contracts and seek volunteers to translate several key information pamphlets/fact sheets on environmental issues that target specifically to AAPI community</p> <p>c. Distribute translated materials directly to AAPI community via the partnership with the Texas Natural Resource Conservation Commission (TNRCC)'s Small Business Assistance Program, City of Houston, and the Houston-Galveston Area Council</p> <p>d. Set up toll-free telephone lines featuring AAPI language speakers to educate and provide help on environmental issues and/or receive tips and complaints</p>	Ongoing	<p>a. Number of radio talk shows on environmental issues</p> <p>b. Number of contracts awarded for translation of EPA documents into AAPI languages</p> <p>c. Number of AAPI families receiving the materials</p> <p>d. Number of toll-free lines featuring AAPI language speakers; Number of tips/complaints received</p>	\$5000 A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input checked="" type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 6 Office of Compliance Assurance and Enforcement Tai-ming Chang (214) 665-2210

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
16. Develop a partnership with AAPI communities to remove obstacles to the revitalization of Brownfields sites/properties	<p>a. Investigate the degree and extent of site contamination (conduct site assessment)</p> <p>b. Facilitating Brownfields cleanup and encouraging the mitigation of potential health risks</p>	Ongoing	<p>a. Number of targeted assessments conducted on Brownfields sites in AAPI communities</p> <p>b. Number of Brownfields sites in AAPI communities cleaned up</p>	<p>\$ TBD</p> <p>A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/></p> <p>B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/></p>	<p>Region 6</p> <p>Stanley Hitt</p> <p>(214) 665-6736</p>
17. Educate AAPI community on possible dangers in their seafood consumption patterns	Disseminate information to help the community better understand and balance the potential risks of dioxin	June 2003	Information disseminated	<p>\$ TBD</p> <p>A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/></p> <p>B/New <input checked="" type="checkbox"/> B/Cont. <input type="checkbox"/></p>	<p>Region 6</p> <p>External Affairs and Water Quality Divisions</p> <p>Contact - TBD</p>
18. Continue partnership with Galileo High School in San Francisco-a diverse, urban school with a substantial AAPI population	As requested, R9 staff participation in various activities related to Galileo's Environmental Science curriculum	Ongoing	R9 staff participation	<p>\$ TBD</p> <p>A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/></p> <p>B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/></p>	<p>Region 9</p> <p>Willard Chin</p> <p>(415) 744-1204</p>
19. Continue to provide funding for AAPI-related projects through the EJ small grants program	<p>a. Notify AAPI organizations of funding opportunities</p> <p>b. Provide assistance to grant applicants</p>	Ongoing	Number of grant applications received from AAPI organizations	<p>\$ 0</p> <p>A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/></p> <p>B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/></p>	<p>Region 9</p> <p>Willard Chin</p> <p>(415) 744-1204</p>
20. Continue to build relationships with AAPI community groups and other AAPI organizations	<p>a. Attend AAPI community events</p> <p>b. Invite AAPI organizations to speak with EPA Region 9 staff (brownbags)</p>	Ongoing	Attend at least 4 AAPI events each year and invite at least 4 AAPI organizations to speak	<p>\$ TBD</p> <p>A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/></p> <p>B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/></p>	<p>Region 9</p> <p>Patricia Bowlin</p> <p>(415) 744-1188</p>

STRATEGIC GOAL #6: Recognize and include Native Hawaiians and Pacific Islanders in federal programs and services

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
1. Establish eligibility criteria that assures inclusion of Native Hawaiians serving institutions in programs at targeted minority institutions.	Develop eligibility criteria and certification process for priority grant programs to include federally designated Native Hawaiian serving institutions	October 2002	New eligibility criteria and certification process is integrated into grant application announcements	\$ TBD A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 1 Office of Civil Rights Suzanne Bairos Stephen Griffin James Younger (617) 918-1982
2. Continue to disseminate information about employment and funding availability to Native Hawaiian serving institutions	a. Review list of Native Hawaiian serving institutions to ensure that it is comprehensive b. Work with program offices to ensure that information is disseminated	Ongoing	a. Increase in number of Native Hawaiian applicants for job vacancies and internships b. Native Hawaiian serving institutions apply for grant and other funding opportunities	\$ TBD A/New <input type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input checked="" type="checkbox"/>	Region 2 Human Resources Branch Contact - TBD Grants and Contracts Administration Branch Contact - TBD
3. Disseminate established eligibility criteria to Native Hawaiian serving institutions in programs that target minority institutions	Dissemination of eligibility criteria and certification process information to identified universities within Region 4 and identification of potential grant opportunities within Region 4 for institutions outside this Region	September 2003	Increase in the number of grant opportunities going to Native Hawaiian institutions	\$ TBD A/New <input checked="" type="checkbox"/> A/Cont. <input type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 4 Office of Civil Rights, Office of Research and Development and local MBE/WBE Coordinator Contacts - TBD
4. Support the Project Loko I'a: Restoring Hawaiian Fish Ponds	Support regional efforts to streamline the permitting approach for fishpond restoration projects	Ongoing	Additional fish ponds restored (two planned for next yr)	\$ TBD A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/> B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/>	Region 9 Pacific Islands Contact Office Susan Polanco (808) 541-2722

Objective	Strategy/Activity	Time Frame	Performance Measure	Funding/ Activity Type	Lead Entity and Contact Person
5. Manage EPA's involvement and activities in the Pacific Insular areas: the U.S. flag areas of American Samoa, the Commonwealth of the Northern Mariana Islands (CNMI) and Guam; and the freely associated states (FAS) of the Republic of the Marshall Islands (RMI), the Federated States of Micronesia (FSM), and the Republic of Palau (ROP)	<p>a. Manage grant assistance programs and providing technical assistance and training</p> <p>b. Co-sponsorship of Annual Pacific Islands Environment Conference that brings together people throughout the Pacific Islands to work for dialogue and exchange on various environmental issues</p> <p>c. Participation in Region 9 Federal Regional Council's Outer Pacific Committee</p>	<p>a. Ongoing</p> <p>b. June 2003</p>	<p>a. Grants managed; technical assistance provided as necessary</p> <p>b. Conference held</p>	<p>\$ TBD</p> <p>A/New <input type="checkbox"/> A/Cont. <input checked="" type="checkbox"/></p> <p>B/New <input type="checkbox"/> B/Cont. <input type="checkbox"/></p>	<p>Region 9 Pacific Insular Areas Program John McCarroll (415) 744-1599</p>

Monitoring Official:

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TAB A

AGENCY INFRASTRUCTURE TO SUPPORT AAPI ACTIVITIES

In a supporting narrative section, please provide a brief but direct response to the following questions:

Understanding AAPI Needs

A. Has your agency conducted any needs assessments, reports or other documents within the last five years (produced internally or through an award or contract) to identify, quantify, and evaluate AAPI service needs (such as the needs of Southeast Asians in the Midwest, Pacific Islanders in the mainland, etc.)? If yes, please list and describe.

The Environmental Protection Agency has conducted several assessments and issued several reports and other documents concerning the US as a whole and, in some cases, target populations such as AAPIs. In addition, there are a number of Agency efforts with particular geographic focus with a predominantly AAPI population such as insular areas and on mainland urban areas where the majority of AAPIs reside. Furthermore, EPA conducts periodic assessments of the diversity of its workforce, including the representation of the AAPI population.

- In 2000, EPA conducted community dialogues in five cities nationwide (Jersey City, Chicago, Houston, Seattle, and Oakland) to identify environmental health and other issues of concern in the AAPI community. Transcripts from these meetings are available on EPA's AAPI Initiative website <www.epa.gov/aapi> or upon request.
- The Office of Water conducted its first Clean Water Needs Survey for infrastructure under the Safe Drinking Water Act in 1997. Included in the assessment were several million dollars for water infrastructure development in areas with a preponderantly AAPI population.
- The Office of Congressional and Intergovernmental Relations coordinated efforts with several EPA offices to address environmental and public health issues raised by the governments of Insular Areas (Guam, Northern Mariana Islands, American Samoa, and the US Virgin Islands). In support of the Interagency Group on Insular Affairs (led by the Department of Interior), the Agency's response to issues raised in this dialogue was documented in a report resulting in economic development initiatives for the Insular Areas.
- EPA Region 2 conducted a geographic information study in order to identify the region's largest concentrations of low-income Southeast Asian

communities; this study constituted an initial stage in Region 2's outreach effort to determine community needs.

- EPA Region 5 developed a directory of Asian community organizations and leaders in several Midwestern states in preparation for a Regional Pesticides Conference that alerted the Asian community to the health hazards associated with a chalk used for pest control in private homes.
- The Office of Cooperative Environmental Management conducted an internal study to assess the diversity of Federal Advisory Committees. The study cited the need for increased representation by AAPIs in several advisory groups, particularly on topics for which active community participation is most warranted (e.g., Environmental Justice).
- Region 10 conducted a seafood consumption study among ten AAPI subpopulations in the vicinity of Seattle and Puget Sound to determine their seafood consumption rates, including cooking methods and commonly consumed seafood varieties and parts. The study was a first step towards helping the AAPI community better understand and balance potential risks from seafood consumption with its significant health benefits and cultural importance.
- As part of the annual Affirmative Employment Program, the Agency periodically conducts workforce analyses including the status of the workforce and issues such as staff underutilization and underrepresentation of minority employees. Based on these findings, the Office of Civil Rights provides recommendations to Program Offices and Regions to design programs and activities seeking a more equitable workforce distribution. Other examples of other activities involving AAPIs included a cultural audit in Region 5 and an assessment for technical writing skills of employees in the Research Triangle Park office who are not native speakers of English. This assessment resulted in a special course available for scientists and engineers specializing in writing scientific documents and publications.

Cultural and Linguistic Competency

B. Has your agency taken any special initiatives to address issues for persons with limited English proficiency? If yes, please describe or attach.

In accordance with Executive Order 13166, EPA issued guidance instructing to all recipients of federal funding to develop mechanisms to improve access to their programs and services by people with limited English proficiency. The Agency also drafted a Translations & Interpretations Protocol which provides guidance to EPA managers to consider ways to improve access to environmental information, programs and services.

Several program offices and regional offices are exploring activities in FY02 and FY03 to translate key environmental health outreach materials in a variety of Asian languages, as needed.

C. Does your agency have any informational materials translated in AAPI languages? If yes, please list and describe.

EPA offices have translated environmental information when there is evidence of a minority population with limited English proficiency and which may experience adverse environmental and health impacts. Some documents are consumer-oriented while others focus on worker health and safety. These translations include publications, fishing advisories, and warning signs, and Internet (HTML/PDF) documents. Translations are provided in Cambodian, Chinese, Hmong, Ilocano (Philippine dialect), Korean, Lao, Pilipino/Tagalog, Thai, and Vietnamese.

Appendix C lists EPA's current information materials which are translated in Asian languages. (See attached list)

Internal Agency Infrastructure

D. AAPI-Specific Workgroups and Advisory Bodies: Does your agency have any ongoing mechanisms for focusing on AAPI issues, such as advisory bodies and workgroups? If yes, please list and describe.

The Office of Congressional and Intergovernmental Relations serves as the EPA representative to the White House Interagency Group on Insular Affairs. The IGIA was established to provide ongoing dialogue with the governments of insular areas to address the needs of Pacific Islander communities. Moreover, OCIR established contacts in the major programs to target and address specific environmental and public health issues as they arise.

EPA Region 6 formed an AAPI Task Force to address issues of importance to the AAPI community in that region. Pilot activities are being planned in Houston,

TX, in conjunction with other federal agencies. The AAPI Task Force reports to the Regional Federal Executive Board.

EPA has several mechanisms in place to focus on AAPI issues either for its workforce as a whole, or in specific Offices or Regions.

- The Agency officially recognizes the Asian Pacific American Council (APAC), a non-labor employee advisory group which provides recommendations to senior management on matters concerning equity and diversity in hiring and career advancement of AAPI employees.
- Office of Civil Rights established the Special Emphasis Program (SEP) to address the concerns, needs, and career aspirations of various underrepresented groups, including AAPIs, who are either current or prospective employees. The Asian Pacific American Special Emphasis Program is managed by a full-time employee and includes 16 collateral-duty employees from EPA Offices and Regions. SEP Managers assist management in implementing activities such as:
 - ▶ educating managers and employees about constituent groups' cultures and contributions as well as barriers impeding their access to employment and career development opportunities;
 - ▶ developing a Diversity Action Plan and Task Force in each office;
 - ▶ developing and maintaining internal networks with appropriate Agency components (e.g., other SEP managers and APAC) and external organizations (e.g., job applicants, recruitment sources);
 - ▶ educating the selecting officials about recruitment and outreach opportunities and sources;
 - ▶ coordinating and participating in academic and professional recruitment initiatives, job fairs, college career fairs where it solicits, on an ongoing basis, resumes and applications from candidates;
 - ▶ educating job applicants and employees about employment opportunities; and
 - ▶ working with the Office of Human Resources and APAC to organize APA Heritage Month observance events.

E. General Workgroups and Advisory Bodies: Does your agency have a process in place to receive input from AAPIs and AAPI community-based organizations? In particular, identify workgroups and advisory bodies tied to your agency's major programs and services. List the ratio of AAPIs constituting those bodies.

The Agency maintains several general, external advisory groups which welcome input from AAPI individuals and/or community-based organizations. For example:

- The National Environmental Justice Advisory Council (NEJAC) receives input from all minority and low-income communities (including AAPIs) on environmental justice issues. NEJAC specifically seeks the representation of AAPIs on environmental and public health issues for which their communities may be impacted.
- EPA's program and regional offices conduct numerous public meetings and request public comment on all regulatory and non-regulatory actions. AAPI groups and individuals are free to participate in this stakeholder consultation process.

Appendix D lists the major Federal Advisory Committees. Although a recent EPA internal study cited a general difficulty in garnering adequate AAPI (and other minority) representation in Federal Advisory Committees, it does not address the specific number of representatives required to overcome this deficiency.

EPA also has several general, internal advisory groups which welcome the participation of AAPI employees.

- The Human Resources Board includes a member from the Asian Pacific American Council (non-labor employee advisory group) to provide input on issues of diversity and equity in hiring and human resources management.
- The Honor Awards Board also includes a member from the Asian Pacific American Council (non-labor employee advisory group) to provide input on diversity and equity in the awards consideration process.
- Offices and regions formed several advisory groups such as the Diversity Action Task Force, Workforce Resources Council, and the Federal Special Emphasis Coalition Steering Committee to address workforce issues. Diverse membership and participation in these groups are highly encouraged. Membership in the council includes managers, employees, unions, and Special Emphasis Program (SEP) managers.

The Agency also maintains a network of contacts with national AAPI organizations from which EPA solicits input as needed. For example, several

organizations participated in the review (comment period) of the draft National AAPI Outreach Strategy.

Finally, EPA developed an electronic feedback system through its AAPI Website <www.epa.gov/aapi>. Input is welcomed from all internal and external AAPI stakeholders.

F. Identify FTE equivalents in your agency that specifically focus on AAPI issues. If responsibilities and duties involving AAPI issues are parceled out as collateral duties to one or more employees, please compute what the FTE equivalent would be.

The Pacific Insular Area Program (PIAP) has 7 FTEs to manage the agency's involvement and activities in the Pacific Insular areas: the U.S. flag areas of American Samoa, the Commonwealth of the Northern Mariana Islands (CNMI) and Guam; and the freely associated states (FAS) of the Republic of the Marshall Islands (RMI), the Federated States of Micronesia (FSM), and the Republic of Palau (ROP).

EPA commits the equivalent of 4.2 FTEs to focus on AAPI workforce issues. This commitment is comprised of an FTE serving as the national manager for the Asian Pacific American Special Emphasis Program, and 16 collateral-duty employees serving as SEP managers in the various Offices and Regions who work are authorized to work up to 20% of their total work hours on AAPI employment and career advancement issues.

EPA designated a national program manager for the AAPI Initiative. This manager is responsible for coordinating all agency-wide activities involving AAPI community issues. Also, several program offices and regions have considered designating staff to focus on specifically on mainland AAPI community issues. However, actual numbers of staff and level of effort have yet to be determined.

G. Were there any grant programs in FY 00 for which AAPIs were listed as a funding priority? Please list.

The Office of Environmental Justice's (OEJ) Small Grants Program provided funds to non-profit organizations, states, cities, counties, or local government organizations for activities which address environmental justice issues in minority and low-income communities, including AAPIs.

OEJ also manages a Pollution Prevention Grants Program with funding for non-profit organizations, states, cities, counties, local government organizations, or academic institutions to provide pollution prevention education, outreach, and technical assistance in minority communities.

Representation and Workforce Issues

H. Has your agency identified or implemented any strategies for improving workforce diversity and the representation of AAPIs within the workforce. If yes, please describe.

EPA is committed to developing and maintaining a diverse workforce, including strong representation from minority employees such as AAPIs. AAPIs constitute approximately 5.2% of all EPA employees nationwide. In areas with large AAPI populations, such as San Francisco and Seattle, there is also increased AAPI representation in EPA's regional workforce. In Region 9 (San Francisco), AAPIs make up 17% while in Region 10 (Seattle), AAPIs constitute 8% of the workforce.

Reflecting AAPI participation in the national workforce, the Agency's AAPI employees are more numerous in professional, administrative, and technical fields which require advanced degrees and expertise rather than in clerical or other fields. EPA strives to recruit the best-qualified applicants for all of its positions while striving to recruit as broadly as possible.

Education and employment/career advancement are two of EPA's main priorities for AAPIs. Several activities to promote education and employment opportunities are outlined in EPA's National AAPI Outreach Strategy. Similarly, the AAPI Initiative website also provides links and references to increase the communities' awareness of our activities in these areas.

The Affirmative Employment Program (AEP) Plan presents EPA's progress in improving the employment and advancement opportunities for under represented women and minorities. The report also documents the status of significant program objectives and action items directed towards achieving work force representations.

The National Diversity Action Plan (DAP) represents the Agency's

comprehensive strategy to ensure that all employees, regardless of race, creed, national origin, gender, disability, or sexual orientation, are afforded equitable treatment. Through the DAP, we will strive to educate EPA employees about the facts surrounding issues of diversity; to promote a dialogue within every office to confront and work through these concerns; to recruit, develop, and maintain a diverse workforce; and to find, develop, and implement concrete solutions to our diversity issues.

As part of EPA's Strategy for Human Capital, the National Recruitment Program outlines strategies for locating and hiring applicants including minorities, women, people with disabilities by:

- establishing an Agency network of trained recruiters;
- participating in career fairs and major recruiting activities; and
- strengthening partnerships with communities, high schools, and colleges/universities.

The Agency launched a new Web-based hiring system called EZHire <www.epa.gov/ezhire> which enables applicants to search and apply for EPA vacancies electronically. HR managers are also taking extra steps to establish networks with AAPI organizations and academic institutions with high AAPI representation to increase awareness of employment opportunities.

Several regions have benefitted from the Student Career Experience Program, in which successful students may be hired non-competitively upon graduation. This program has been a steady source of recruitment and employment of AAPIs in professional and administrative occupations. For example, Region 10 recruits students from the University of Washington, which has a substantial AAPI enrollment. Approximately half of Region 10's student career appointment positions with a high possibility for full-time employment after graduation are made to AAPI students.

The Agency's Intern Program and Outstanding Scholar Program are designed to recruit and nurture the next generation of EPA leaders through a comprehensive entry level, career development program. Of the 50 interns EPA has on board, almost 10% are AAPI.

Other examples of EPA's ongoing recruitment activities to increase and maintain workforce diversity include:

- The Research Triangle Park satellite office recently developed an Internet website which includes employment information and links to each laboratory represented in RTP to increase the representation of AAPIs in the workforce.
- Regions 6 and 8 represented the Agency at the 1999 Organization of Chinese Americans Conference and Job Fair.
- Region 9 conducted extensive outreach in the AAPI community such as the

Oahu Metropolitan Planning Organization, Federal Asian Pacific American Council and Asians for Job Opportunities in the Bay Area to fill employment vacancies for environmental protection specialists and management positions.

- Region 10 actively participates in job fairs and other community activities for reaching minority students. AAPI students who meet the qualifications for outstanding scholar appointments are sometimes offered positions following these events.

I. Is there an AAPI Federal employee organization in your agency? If yes, please describe ways in which your agency utilizes and supports the efforts of this group. Also describe any other strategies in place to support the professional development and career advancement of AAPI employees.

EPA recognizes employee advisory groups, such as the Asian Pacific American Council (APAC), so that it can better manage its communications with groups and their members on matters of mutual interest. The Agency issued guidance on the "Recognition of Non-Labor Employee Groups," which: (1) documents the regulatory authority supporting non-labor employee groups; (2) clarifies the responsibilities and privileges of Agency groups; and (3) highlights the distinctions between voluntary, non-labor groups and employee unions -- only the unions have sole bargaining authority for the employees they represent.

APAC advises the Agency on issues of diversity and employment equity. It is comprised of approximately 500 official members, or about 50% of all AAPI employees. The Office of Civil Rights works closely with APAC to help identify and address career advancement and other workforce issues (such as training opportunities and adequate publicity of vacancy announcements). OCR and other Offices and Regions co-sponsor activities with APAC for the observance of Asian Pacific Heritage Month such as professional development training, panel discussions, and other special events. The Agency encourages all employees to attend these programs.

The Office of Human Resources and Organizational Services also provides career advancement training to all employees, including AAPIs.

Data Collection and Evaluation

J. List your agency's main data sets. Indicate for each data set whether:

- 1 - aggregated AAPI data is collected and analyzed;
- 2 - disaggregated AAPI data is collected and analyzed (specify which subpopulations are identified);
- 3 - aggregated AAPI data is collected but not analyzed;
- 4 - disaggregated AAPI data is collected but not analyzed (specify which subpopulations are identified);
- 5 - AAPI data is not collected.

EPAYS is the official personnel system which tracks all workforce data. Aggregate AAPI employment data are collected and analyzed.

The Equal Employment Opportunity Assistant (EEO Assistant) is a database which tracks complaints data. Aggregate data on AAPIs (and other minority communities) are collected and analysis.

Offices and regions have also collected aggregate and disaggregate AAPI data, as needed, to target communication and outreach efforts in populations living in local areas where possible environmental and public health risks have been identified. In some instances, disaggregate AAPI data was collected to study specific health effects caused by environmental impacts (e.g., consumption of fish contaminated with mercury and other pollutants).

K. What is the current status for implementing the collection of AAPI data into the two categories, "Asian" and "Native Hawaiian or Other Pacific Islander (NHOPI)," under the new standards for the classification of Federal data on race and ethnicity? Describe the process and strategies for complying with the new standards by 2003? Please attach any relevant documents.

EPA developed a financial management infrastructure capable of collecting racial and ethnic data on its contractors and grantees (on a voluntary basis). This integrated contracts and grants management system tracks AAPI and other minority data to ascertain the Agency's effectiveness at providing financial assistance and procurement opportunities equitably. Appendix B is a list of contracts with AAPI-owned businesses.

At this time, the Agency has not developed any processes or strategies in compliance with the new OMB standards.

L. Does your agency have any performance measures specifically for AAPIs. If yes, please describe.

EPA has aggressively implemented the Government Performance and Results Act (GPRA) through its strategic goals and performance measures (see Appendix A). Furthermore, EPA developed cross-Agency programs, such as Community-Based Environmental Protection (CBEP) and Environmental Justice, to address the specific needs of children, minority and low-income individuals who suffer disproportionately from adverse health effects caused by some environmental conditions. Key objectives, strategies, and performance measures were developed to address the unmet needs of these groups. Although some of these programs target minority populations, EPA does not have performance measures specifically for AAPIs.

APPENDIX

- Appendix A: EPA's Mission, Goals, and Principles
- Appendix B: List of Contracts with AAPI-Owned Businesses
- Appendix C: Information Materials Translated in Asian Languages
- Appendix D: List of Federal Advisory Committees

Appendix A

EPA's Mission, Goals, and Principles

The mission of the U.S. Environmental Protection Agency is to protect human health and to safeguard the natural environment—air, water, and land—upon which life depends.

EPA's purpose is to ensure that:

- All Americans are protected from significant risks to human health and the environment where they live, learn and work.
- National efforts to reduce environmental risk are based on the best available scientific information.
- Federal laws protecting human health and the environment are enforced fairly and effectively.
- Environmental protection is an integral consideration in U.S. policies concerning natural resources, human health, economic growth, energy, transportation, agriculture, industry, and international trade, and these factors are similarly considered in establishing environmental policy.
- All parts of society—communities, individuals, business, state and local governments, tribal governments—have access to accurate information sufficient to effectively participate in managing human health and environmental risks.
- Environmental protection contributes to making our communities and ecosystems diverse, sustainable and economically productive.
- The United States plays a leadership role in working with other nations to protect the global environment.

EPA's mission reflects the will of the American people as expressed through Congress and six successive Presidents. To remain focused on these mandates and to establish guideposts for its employees today and in the future, EPA has defined a series of ten strategic, long-term goals. These goals, together with the underlying principles that will be used to achieve them, will define EPA's planning, budgeting, analysis, and accountability process.

EPA's Goals

1. Clean Air: The air in every American community will be safe and healthy to breathe. In particular, children, the elderly, and people with respiratory ailments will be protected from health risks of breathing polluted air. Reducing air pollution will also protect the environment, resulting in many benefits, such as restoring life in damaged ecosystems and reducing health risks to those whose subsistence depends directly on those ecosystems.

2. Clean and Safe Water: All Americans will have drinking water that is clean and safe to drink. Effective protection of America's rivers, lakes, wetlands, aquifers, and coastal and ocean waters will sustain fish, plants, and wildlife, as well as recreational, subsistence, and economic activities. Watersheds and their aquatic ecosystems will be restored and protected to improve public health, enhance water quality, reduce flooding,

and provide habitat for wildlife.

3. Safe Food: The foods Americans eat will be free from unsafe pesticide residues. Children especially will be protected from the health threats posed by pesticide residues, because they are among the most vulnerable groups in our society.

4. Preventing Pollution and Reducing Risk in Communities, Homes, Workplaces and Ecosystems: Pollution prevention and risk management strategies aimed at cost-effectively eliminating, reducing, or minimizing emissions and contamination will result in cleaner and safer environments in which all Americans can reside, work and enjoy life. EPA will safeguard ecosystems and promote the health of natural communities that are integral to the quality of life in this nation.

5. Better Waste Management, Restoration of Contaminated Waste Sites, and Emergency Response:

America's wastes will be stored, treated, and disposed of in ways that prevent harm to people and to the natural environment. EPA will work to clean up previously polluted sites, restoring them to uses appropriate for surrounding communities, and respond to and prevent waste-related or industrial accidents.

6. Reduction of Global and Cross-Border Environmental Risks: The United States will lead other nations in success-ful, multilateral efforts to reduce significant risks to human health and ecosystems from climate change, stratospheric ozone depletion, and other hazards of international concern.

7. Expansion of Americans' Right to Know About Their Environment: Easy access to a wealth of information about the state of their local environment will expand citizen involvement and give people tools to protect their families and their communities as they see fit. Increased information exchange between scientists, public health officials, businesses, citizens, and all levels of government will foster greater knowledge about the environment and what can be done to protect it.

8. Sound Science, Improved Understanding of Environmental Risk, and Greater Innovation to Address Environmental Problems: EPA will develop and apply the best available science for addressing current and future environmental hazards, as well as new approaches toward improving environmental protection.

9. A Credible Deterrent to Pollution and Greater Compliance with the Law: EPA will ensure full compliance with laws intended to protect human health and the environment.

10. Effective Management: EPA will establish a management infrastructure that will set and implement the highest quality standards for effective internal management and fiscal responsibility.

Appendix B

List of Contracts with AAPI-Owned Businesses

Fiscal Year 2000

Contractor	Description of Work	Amount Obligated
Agra Environmental Inc.	Chemical issuance, storage, and disposal	369,170
Alpha-Gamma Technologies	National Air Pollution Emission standards support	15,000
Alpha-Gamma Technologies	Emission factors support	29,132
Alpha-Gamma Technologies	RACT/BACT/LAER Clearinghouse maintenance and improvements	219,601
Alpha-Gamma Technologies	Research support for toxicity profiles, hazard identification and risk assessment	123,472
ATL International, Inc.	FFRRO stakeholder involvement support	568,958
Five Star H. Enterprises, Inc.	Janitorial services	93,576
Full Spectrum Analytics, Inc.	GC/MS and AED systems service and maintenance	12,855
Markist Engineers	Facilities services	368,532
Project Resources, Inc.	Preparedness and prevention	230,000
Resource Applications, Inc.	Superfund technical assessment and response team	1,663,708
SciComm, Inc.	Global climate change information support	59,100
SciComm, Inc.	Environmental information/outreach	55,000
SciComm, Inc.	Management, analytical, and outreach support	401,650
Technology Planning & Management Corp.	Scientific support services	748,500
Technology Planning & Management Corp.	IFMS input and verification	120,708
Total Contracts Funds Obligated in FY00		\$ 5,078,962

Note: EPA awards contracts for a multitude of activities ranging from environmental compliance to computer systems maintenance. This table is an unofficial listing of EPA prime contracts with contractors of Asian or Pacific Islander descent. It does not include AAPI subcontractors. The agency is utilizing its new Integrated Contracts Management System to collect data on the racial and ethnic composition of its contractors (voluntarily). This will enable EPA to use the information as a baseline for future outreach activities.

List of Contracts with AAPI-Owned Businesses

Fiscal Year 2001

Contractor	Description of Work	Amount Obligated
A4 Scientific, Inc.	Chemical analytical services	39,000
Accura Analytical Laboratory	Chemical analytical services; multimedia, organics	127,278
Agra Environmental Inc.	Chemical issuance, storage, and disposal	175,000
Agra Environmental Inc.	Chemical issuance, storage, and disposal	392,500
Alpha-Gamma Technologies	RACT/BACT/LAER Clearinghouse maintenance and improvements	791,179
Alpha-Gamma Technologies	National Air Pollution Emission standards support	457,562
Alpha-Gamma Technologies, Inc.	Technical support to Nat'l Center for Environmental Economics	10,000
Alpha-Gamma Technologies	Research support for toxicity profiles, hazard identification and risk assessment	146,815
Alpha-Gamma Technologies	Emission factors support	50,500
Daston Corporation	RESS #2-8(a)	1,000,113
Five Star H. Enterprises, Inc.	Janitorial services	97,786
Full Spectrum Analytics, Inc.	GC/MS and AED systems service and maintenance	12,855
Markist Engineers	Facilities services	458,417
Project Resources, Inc.	Preparedness and prevention	410,000
Resource Applications, Inc.	Superfund technical assessment & response team	916,825
SciComm, Inc.	Management, analytical, and outreach support	376,051
SciComm, Inc.	Environmental information/outreach	121,300
SciComm, Inc.	Global climate change information support	70,493
STG, Inc.	National telecommunications services	2,818,000
Technology Planning & Management Corp.	IFMS input and verification	124,404
Total Contracts Funds Obligated in FY01		\$ 8,596,078

Note: EPA awards contracts for a multitude of activities ranging from environmental compliance to computer systems maintenance. This table is an unofficial listing of EPA prime contracts with contractors of Asian or Pacific Islander descent. It does not include AAPI subcontractors. The agency is utilizing its new Integrated Contracts Management System to collect data on the racial and ethnic composition of its contractors (voluntarily). This will enable EPA to use the information as a baseline for future outreach activities.

Appendix C

EPA Information Materials Translated in Asian Languages

Environmental Justice		
Document Title	Document Number and/or URL	AAPI Language
Serving a Diverse Society	EPA-300-K-97-0	Chinese, Vietnamese
Interagency Working Group	EPA-200-F-95-009	Chinese, Vietnamese
Environmental Justice at EPA	EPA-300-F-97-008	Chinese, Vietnamese
Asthma, Air Quality and Environmental Justice	EPA-402-F-95-001	Chinese, Vietnamese
Environmental Violations	EPA-300-F-97-007	Chinese, Vietnamese
Environmental Justice Health Education Project	EPA-300-F-97-008	Chinese, Vietnamese
Principles of Environmental Justice	none	Vietnamese

Indoor Air / Air Quality		
Document Title	Document Number and/or URL	AAPI Language
EPA's Radon Charcoal Canister Procedures	EPA-402-F-98-013	Chinese and Vietnamese
Protecting Your Family and Yourself from Carbon Monoxide Poisoning	EPA-402-F-99-004	Chinese, Korean, and Vietnamese
Second-Hand Smoke: What You can do About Second-Hand Smoke as Parents, Decision-Makers, and Building Occupants	EPA-402-F-93-004	Vietnamese

Fish Consumption and Other Water-Related Topics		
Document Title	Document Number and/or URL	AAPI Language
Should I Eat the Fish I Catch	EPA-823-F-98-018	Hmong, Vietnamese, Korean

Lead Contamination in the Home		
Document Title	Document Number and/or URL	AAPI Language
Protect Your Family from Lead in Your Home	EPA-747-K-99-001	Cambodian, Laotian, Chinese and Vietnamese

Pesticides		
Document Title	Document Number and/or URL	AAPI Language

Pesticides		
Steps to Protect Yourself from Pesticides	EPA-735-F-95-004	Vietnamese, Cambodian
Insecticide Chalk - This Product is Unsafe and Illegal	none	Vietnamese

Pollution Prevention and Risk Management		
Document Title	Document Number and/or URL	AAPI Language
Plain Korean Guide for Perc Dry Cleaners: Step-by-Step Approach to Understanding Federal Environmental Regulations	EPA-305-B-97-001	Korean
Design for the Environment: Garment and Textile Care Program Fact Sheet: Cleaner Clothes, Cleaner Neighborhoods, and Cleaner Solutions	EPA-744-F-98-012	Korean
Resource Guide for Garment and Textile Care Professionals	EPA-744-K-96-004	Korean
Cleaner Technology Substitutes Assessment for Professional Fabricare	EPA-744-5-98-011	Korean
Design for the Environment: Frequently Asked Questions About Dry Cleaning	EPA-744-F-98-011	Korean

Miscellaneous		
Document Title	Document Number and/or URL	AAPI Language
Roaches in the Home	EPA-735-F-98-015	Vietnamese
Protecting Children from Environmental Threats	EPA-100-F-99-010	Vietnamese

Appendix D

EPA Federal Advisory Committees

Federal Advisory Committees			Designated Federal Official
1	LGAC	Local Government Advisory Committee	Denise Ney
		Steering Subcommittee Issues Subcommittee Process Subcommittee Small Community Advisory Subcommittee	Denise Ney Mark Flory Paul Guthrie Steven Wilson
2	EFAB	Environmental Financial Advisory Board*	John Wise
3	BSC	Board of Scientific Counselors*	Shirley Hamilton
4	NACEPT	National Advisory Council for Environmental Policy and Technology	Gwen Whitt
		<u>Subcommittees:</u> Committee on Sectors Effluent Guidelines Taskforce Committee on Compliance Assistance	Kathleen Bailey (OPEI) Beverly Randolph (OW) Regina Bushong (OECA)
5	GNEB	Good Neighbor Environmental Board*	Elaine Koerner
6	GAC	Government Advisory Committee (of NAFTA)*	Mark Joyce
7	GMPRB	Gulf of Mexico Program Policy Review Board	Gloria Car
		<u>Subcommittees:</u> Gulf of Mexico Program Management Gulf of Mexico Citizens Advisory	Gloria Car Gloria Car
8	NAC	National Advisory Committee (of NAFTA)*	Mark Joyce
9	FIFRA SAP	FIFRA Scientific Advisory Panel*	Larry Dorsey Paul Lewis
10	CAAAC	Clean Air Act Advisory Committee	Paul Rasmussen
		Energy, Clean Air and Climate Change Mobile Sources Technical Review Permits, New Source Reviews, and Toxics Economic Incentives and Regulatory Innovation Linking Land Use, Transportation, and Air Quality Accident Prevention MTBE Blue Ribbon Panel	Anna Garcia John T. White (Ann Arbor) Debbie Stackhouse (RTP) Carey Fitzmaurice Michael Ball (Ann Arbor) Karen Shanahan Karen Smith
11	ACCACA	Advisory Council on Clean Air Compliance Analysis	Angela Nugent

Federal Advisory Committees			Designated Federal Official
		<u>Subcommittees:</u> Air Quality Models Subcommittee Health and Ecological Effects Subcommittee	Angela Nugent Angela Nugent
12	NEEAC	National Environmental Education Advisory Council*	Ginger Keho
13	NDWAC	National Drinking Water Advisory Council	Charlene Shaw
		<u>Subcommittees:</u> Contaminant Candidate List Research	April McLaughlin Heather Shank-Givens
14	MD/DBAC	Microbial and Disinfectants/Disinfection Byproducts Advisory Committee*	Martha Kucera Cayce Parish
15	UWWFAC	Urban Wet Weather Flows Advisory Committee	Kevin Weiss
		<u>Subcommittees:</u> SSO Subcommittee	Kevin Weiss
16	ELAB	Environmental Laboratory Advisory Board*	David Friedman
17	CASAC	Clean Air Scientific Advisory Committee	Robert Flaak
		<u>Subcommittees:</u> The CASAC Technical Subcommittee on Fine Particle Monitoring	Robert Flaak
18	IN-HWPDC	Industrial Non-Hazardous Waste Policy Dialogue Committee*	Paul Cassidy
19	NEJAC	National Environmental Justice Advisory Council*	Charles Lee
		Air and Water Enforcement Health and Research Health and Research Indigenous Peoples Indigenous Peoples International Waste and Facility Siting	Alice Walker, Co-DFO Wil Wilson, Co-DFO Shirley Pate, DFO Robert Banks, Alternate Lawrence Martin, Co-DFO Chen Wen , Co-DFO Danny Gogal, Co-DFO Tony Hanson, Co-DFO Wendy Graham, DFO Kent Benjamin, DFO
20	CHPAC	Children's Health Protection Advisory Committee*	Paula Goode
21	EPA-SAB	EPA Science Advisory Board	Dr. Donald Barnes

Federal Advisory Committees			Designated Federal Official
		<u>Subcommittees:</u> Integrated Risk Steering Subcommittee of the Executive Committee Drinking Water Committee Ecological Processes and Effects Committee Environmental Economics Advisory Committee Environmental Engineering Committee Environmental Health Committee Integrated Human Exposure Committee Radiation Advisory Committee Research Strategies Advisory Committee	Stephanie Sanzone Thomas Miller Stephanie Sanzone Thomas Miller Kathleen Conway Roslyn Edson Samuel Rondberg Roslyn Edson Samuel Rondberg (CO-DFO: Dr. Dorothy Canter-Disproportionate Impact Review) Melanie Medina-Metzger Dr. John R. Fowle, III
22	NACAEGLH	National Advisory Committee for Acute Exposure Guideline Levels for Hazardous Substances*	Dr. Paul Tobin
23	PPDC	Pesticide Program Dialogue Committee*	Margie Fehrenbach

* no subcommittees/Tier 2 Committees